



JOB ANNOUNCEMENT

Title:	Vice President—Strategic Engagement & Communication
Reports to:	Chief Executive Officer
Status:	Full-time, salaried exempt
Compensation:	Salary range: \$85,000-\$95,000. Salary depends on experience. Excellent benefits package.
Closing Date:	Open Until Filled

All Hands Raised (AHR): Do you want to work in an environment that puts children and racial equity in education front and center? Join the All Hands Raised team who believes that transforming children into educated, independent adults is the job of the entire community. That is why, with a focus on racial equity in education, we relentlessly and systematically connect our community's diverse assets from cradle-to-career in seven work areas. All Hands Raised is working to improve the lives of the 220,463 young people aged 0-24 in Multnomah County; and in turn the economic vitality of the region. Be part of a committed team at All Hands Raised, who has been named by Oregon Business magazine as one of the 100 Best Non-Profits to Work For in Oregon for two years. Learn more at www.allhandsraised.org.

Position Summary: The Vice President, Strategic Engagement and Communication (VPSEC) is a member of the organization's executive management team, which includes the Chief Executive Officer (CEO), VP Operations (VPO), and VP Impact & Improvement (VPII). The VPSEC leads revenue development and communications/brand management for All Hands Raised. The position provides strategy development and successful implementation of all fundraising, grant and investor stewardship efforts coupled with executing communication and brand management plans that increases the brand and visibility of AHR in the community. The VPSEC oversees the Development and Communications Team.

Key Responsibilities

- As a member of the executive management team, share responsibility for making recommendations and approving decisions to support the organization's overall mission and goals of the organization and to develop long-range plans and execute short-term actions for the organization.
- Work collaboratively with the CEO and executive management team to engage with and elevate leadership participation/engagement from the Board of Directors, Partnership Council and other critical community partners with a goal of ensuring alignment and compelling reasons to remain engaged and supportive of AHR's mission and work.
- Collaborate with the AHR executive management team to develop and implement communication and engagement plan strategies by leveraging the strengths of the team with the ultimate goal of strengthening the AHR brand and heightening the engagement value and AHR visibility in the community.
- Increase revenue and brand impact by developing and successfully executing annual revenue development and marketing/communications plans positioning AHR in an increasingly competitive environment for resources and social capital.
- Develop and implement a multi-media CEO branding and messaging plan to garner public visibility for AHR.
- Provide strategic engagement and communications support to the AHR CEO and executive management team to expand and deepen the donor base, as well as ensure long-term support from diverse and balanced revenue sources.
- Provide creative direction for the creation and distribution of the Partnership's bi-annual "Chapter" publications coupled with the implementation of a brand marketing campaign for the respective publication.
- Lead grant management function for the organization.
- Act as the organization's Public Information Officer.
- Lead, supervise and coach the Development and Communication Team.
- Other duties as assigned by supervisor.

Knowledge, Skills and Abilities

- Results-oriented and proven fundraising success with an ability to provide continuous improvement in organization's fundraising infrastructure.
- Demonstrated ability in providing strategic oversight for the implementation of signature events.
- Experience in successfully working with a diverse group of constituents utilizing multi-cultural intelligence, intentional listening, and appreciation and respect.
- Proficiency in applying a racial equity lens to this work.
- Competent skills with Microsoft Office, GMail and other programs used to perform administrative, fundraising and communication tasks.
- A willingness to be "hands-on" and work in a lean, fast-paced organization with limited administrative support.
- Creative, innovative, strategic and energetic leader, team member and problem-solver with an entrepreneurial spirit.
- Proven track record in leading staff teams including coaching and motivating teams to be successful and achieve their role expectations and goals.
- Effective communicator, both written and spoken, with an ability to synthesize complex information and write about it in an accessible and compelling style.
- Possess cultural and emotional intelligence and an ability to work with a diverse group of constituents.
- Effective project manager with a focus on being self-directed and goal-oriented, proactively collaborating externally and internally.
- Working knowledge of donor database, programs and grant procurement processes.

Professional Readiness: All Hands Raised understands that there are many ways to determine professional readiness. Our goal is to take a comprehensive look at each application and assess alignment with the needs of the organization understanding that previous training and experience is an important consideration. The ideal candidate will have the following skills, experience and leadership competencies:

Qualifications and Experience

- Bachelor's degree required; Master's preferred.
- Minimum of five years of a proven track record in revenue development, relationship management and brand marketing including at least three years in a staff and/or board leadership role in education, nonprofit or related sectors.
- Minimum of five years' experience in the following areas: 1) writing large scale multi-year funding proposals and demonstrated ability in effectively managing grants and grantor relationships; 2) supervisory role with a successful track record in developing and coaching a team; and 3) implementing donor solicitation and prospecting strategies; and 4) has been a member of collaborative non-hierarchical executive management team responsible for making organizational decisions.
- Must have a valid driver's license

Leadership Competencies

- Team player with good interpersonal skills who builds productive working relationships with staff based on respect and good rapport, and has a flexible demeanor and sense of humor under pressure.
- Possesses multi-cultural intelligence, appreciation and respect for equity, diversity and inclusion and demonstrate an ability to work with a diverse group of co-workers and constituents.
- Demonstrated understanding of racial equity through lived or learned experience.
- Willing and able to bear high levels of responsibility and is always accountable for their decisions and work product.
- Communicates openly, transparently, honestly and consistently by sharing appropriate information with co-workers and external constituents.
- Deeply believes in and be dedicated to the racial equity mission of All Hands Raised.
- Demonstrates a sales growth mindset towards achieving annual revenue development goals and strategically works on securing revenue beyond the current year.

APPLICATION PACKET: HOW TO APPLY

Submit the following application materials to Lavert Robertson, Chief Executive Officer, to this email address: vprevenue@allhandsraised.org.

1. A **one-page cover letter** describing how your qualifications and professional experience aligns with the job description.
2. A **resume** (not to exceed two pages in length).
3. **Responses to the following essay questions with a maximum of 500 words per question:**
 - a. What is your knowledge of and experience with leading revenue development and communication practices including strategic planning, project management and campaign development. Provide detailed examples of the following: 1) leadership to staff and board members to meet revenue development annual goals; and, 2) successful implementation of a communications and brand marketing campaign.
 - b. What is your management experience in managing through a changing market environment and how do you pivot to meet shifting market demands?
 - c. Describe your experience in working in a multicultural, racially diverse workforce, promoting an equitable workplace environment, and applying equitable program practices that align with revenue development and communications goals.

All Hands Raised is an equal opportunity employer without regard to race, color, citizenship, religion, national origin, age, gender, gender identity, disability, veteran, current or future military status, sexual orientation, marital status, AIDS, pregnancy, childbirth or related medical conditions. For more information about our organization, please see www.allhandsraised.org.