



United Way of King County



# CHIEF IMPACT OFFICER

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**LOCATION:** SEATTLE, WA

**TIMELINE:** WINTER 2022





## OVERVIEW

### Mission

We bring the community together to work towards racial justice by supporting our neighbors and transforming inequitable systems.

### Values

- Leadership
- Accountability
- Racial Equity
- Integrity
- Collaboration
- Supportive Work Environment

### Vision

We envision equitable and just communities where all people thrive.

### Who we are...

The United Way of King County has been working to address the needs of King County residents since 1921. Together, we are working towards a racially just community where all people have homes, students graduate, and families are financially stable.

The United Way has a solid history of mobilizing resources to support its neighbors in the best way that it can. To solve some of the toughest challenges, the United Way provides supports and services for the people closest to the struggle. Additionally, the United Way understands that the root of the systemic issues must be fixed. This translates into the transformation of systems through policy advocacy efforts.

Through valuing relationships and the expertise of others, the United Way is uniquely positioned to co-create powerful systems change to respond to this pivotal moment in our nation's history.



***All of the help that I received from this program saved my life and my future.***



## Position OPPORTUNITY

The Chief Impact Officer (CIO) role is an executive-level position that provides leadership to talented professionals working in the areas of preventing and ending homelessness, breaking the cycle of poverty, and addressing educational inequities. This role oversees the allocation of \$60 million dollars. The person in this role is a member of the organization's senior leadership team, providing direct leadership to 5 director-level employees, 50+ departmental employees, as well as a robust AmeriCorps program of 150+ members. The person in this role will have responsibility for building and sustaining relationships with leaders internal and external to UWKC.

*In alignment with the organization's goals and strategies for 2023, the Chief Impact Officer will have the opportunity for impact by:*

- Being a visible leader in systems change work focused on racial justice; internally and externally.
- Leveraging the expertise and talent of the organization to follow through on the organization's commitment to racial justice.
- Identifying and pursuing opportunities to increase resources that will strengthen the organization's ability support community impact.
- Growing and supporting opportunities for BIPOC organizations to direct work
- Utilizing the organization's Racial Equity Theory of Change framework to evaluate current practices and programing, which may result in the redesign, creation of, or sunseting programs that do not share power or center community voice.
- Partnering with the CEO and community leaders as a thought leader who stays abreast of major policy issues related to community impact.
- Creating opportunities to strengthening organizational culture and improve employee experience.
- Actively contributes to capacity building and fostering a culture of trust that advances racial equity.

## Ideal CANDIDATE

A successful Chief Impact Officer is a leader who can inclusively bring stakeholders together to collaboratively design and implement solutions, leverage resources, and center the voices of others. The person in this role must be unwavering in their commitment to equity and demonstrate this commitment in all aspects of their leadership.

### SKILLS AND COMPETENCIES

- Knowledge of community building, community impact, and fundraising.
- Understanding of budgeting, fiscal management and fund allocation procedures.
- Public speaking and formal presentation experience – including speaking to a wide range of audiences.
- Experience effectively coaching staff and leaders; inspiring others to grow and develop.
- Sharing leadership with others.
- Proven experience making effective decisions that have a positive lasting impact.
- Experience exercising creativity, innovation and having a growth mindset.
- Successful track record of collaborating with others to develop strategies to solve the community's toughest problems.
- Recognized by others as having superior active listening skills.
- A track record of collaboratively creating and implementing process improvements and change management strategies.
- Exhibits mindfulness and discernment when holding challenging conversations and making difficult decisions.

## Compensation & BENEFITS

This is a full-time exempt position with a target starting annual salary range of \$150,000 - \$220,00.

The United Way of King County offers a generous benefits package including paid time off, medical, dental and vision coverage, flexible spending account, EAP, 403(b), short-and-long term disability and ORCA transportation

## Commitment to EQUITY

United Way of King County is on a racial equity journey. We envision equitable and just communities where all people thrive. Systemic racism has caused our already unfair world to become even more inequitable. The only solution is to join with community and dismantle these racist systems that are at the root of the issues.

In our past, United Way has supported communities of color and made grant investments to try and offset the disparities caused by our racist systems. That isn't enough. The power must be shifted to community.

Learn more here - [We hope you'll join us in this work.](#)

## HOW TO APPLY:

Send your resume to [nicole@diversityrecruiters.com](mailto:nicole@diversityrecruiters.com)

Resumes received by 11/15/22 will be given priority consideration.

Questions regarding this opportunity are welcome and can be directed to Nicole Leckband

Diversity Recruiters is committed to offering reasonable accommodations to job applicants who are interested in this role. Please contact Nicole Leckband if you are in need of an accommodation.

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