



United Way
of Greater Rochester
and the Finger Lakes

UNITED WAY OF GREATER ROCHESTER AND THE FINGER LAKES JOB DESCRIPTION:

DIRECTOR OF COMMUNITY IMPACT

Join the team!

United Way of Greater Rochester is a dynamic and collaborative work environment comprised of dedicated professionals who are driven to make our community a better place. Join our team and make an impact serving Greater Rochester with your time and talent.

Mission

Our mission is to mobilize the goodwill and resources of our community so that everyone can thrive.

Values

Our core values define who we are and how we serve our community. Within our organization and the communities, we serve, we act consistently with *integrity, action, caring, and teamwork*.

Culture Statement

We are committed to creating a welcoming environment that embraces, values, respects, and encourages people to show up as their authentic selves to produce their best work. Together we ensure that processes, policies, and practices foster fairness, belonging, and equity that reflect the views and values of all people within all levels of our organization.

Benefits

Our benefits package includes health, dental, and vision insurance, a 403(b)-retirement plan, life insurance, flexible spending account, and health savings account. United Way provides 14 paid holidays a year (thirteen days off and two ½ days), and you receive your birthday off. United Way is also pleased to offer two personal days, two volunteer days, 12 sick days, and 3 weeks of vacation per year, all prorated in your first year of employment.

A great place to work begins with its **PEOPLE!**

Driven by our mission and a shared set of values, our team of more than 90 talented professionals are dedicated to doing meaningful work in the community.

Come and join the Team! United Way employees enjoy a competitive benefits package including paid time off, health insurance options with a generous employer contribution, flexible and hybrid work schedules, retirement benefits with above standard employer contribution, a 37.5-hour work week, and more.

We're looking for people who are self-starters; excel in a collaborative team environment; have a passion for making a difference; and are natural relationship builders with proven success on make lasting connections.

Revised 5/2023

SUMMARY

The Director of Community Impact will work in partnership with the Chief Impact Officer to ensure a comprehensive and integrated approach to community-wide impact efforts in the areas of health, education, and economic mobility. The Director will provide cross-sector leadership throughout the communities we serve to advance United Way's goals, mission, and solutions so that everyone can thrive across our full-service area.

This position provides leadership in developing, promoting, and maintaining solid community collaborations with corporations, foundations, school systems, United Way agencies, other nonprofits, and state, federal, and local government partners. Successful candidates must have the professional presence and depth and breadth of experience to credibly represent United Way of Greater Rochester and the Finger Lakes, and our community partners at various tables representing both rural and urban needs.

This position will help lead the Community Impact team engaged in framing issues, community impact initiatives, advocacy, evaluation, and grant writing. This team is responsible for developing and advancing the community impact strategic framework and program investments.

Success requires a commitment to high-functioning partnerships within all areas of the organization, including donor relations, operations, data analytics, marketing, and volunteer engagement. This position requires a commitment to developing and executing strategies with clear metrics, measures and outcomes identified.

ESSENTIAL FUNCTIONS

- Directs all allocations, fund distribution processes, and community investment strategies as they align with the goals and strategy of United Way
- Leads and manages the community investment evaluation process of the organization to ensure successful program outcomes and effective outcome-based strategies
- Oversees and facilitates partnerships that engage public, private, and philanthropic institutions in collective action
- Maintains a working knowledge of significant innovations, developments, and trends in the field both inside and outside United Way network
- Builds and manages high-level agency relationships to impact community stakeholders, including, but not limited to, agency alignment, evaluation, capacity building, and partnerships
- Develops and oversees grant-making programs and community leadership strategies that advance the agency's mission, vision, and strategic plan
- Establishes and periodically reviews, in cooperation with the President and CEO, Board of Directors, and the leadership team, strategies and initiatives designed to meet United Way's community goals
- Represents United Way at external events and community tables/committees, advocating on our behalf while educating stakeholders about community needs and solutions
- Manages United Way Provider Agreements, including annual update review, yearly grant award, and agreement compliance
- Nurtures internal department collaboration to ensure integration of Community Impact initiatives across all departments
- Recruits, trains, and provides support to volunteers of the Community Impact Cabinet
- Leads, directs, coaches, and supervises a high-performing Community Impact team to achieve strategic goals and objectives for United Way
- Consistently demonstrates the values and mission of United Way
- Performs other duties as assigned

SKILLS AND COMPETENCIES

- Leadership
- Strategic thinker
- Mission-driven
- Innovative
- Analytical/Problem Solver
- Business Acumen
- Communication
- Creative
- Convenor
- Collaborative/partnership mindset
- Community Driven
- Ethical/Credible
- Influential: strong presence at various tables, poised and confident
- Goal Oriented
- Initiative
- Relationship Management
- Equity-driven
- Highly adaptable: flexible and resilient in the face of crisis and change; comfortable with lack of clarity and the unknown
- Initiative: Acts in the face of challenges, and organizes efforts effectively

FLSA CLASSIFICATION: Exempt

SALARY RANGE: \$80,000 - \$100,000* ANNUALLY (*DEPENDING ON EXPERIENCE, EDUCATION, AND OVERALL SKILL LEVEL)

REPORTS TO: Chief Impact Officer

SUPERVISORY RESPONSIBILITY

This position has supervisory responsibility and oversees community impact, team members

TRAVEL

Travel is primarily local during the business day, although some out-of-the-area and overnight travel may be expected

EDUCATION AND EXPERIENCE

- A bachelor's degree in business administration, social work, public administration, or other related fields; or an equivalent combination of education and/or experience
- Minimum of five years of experience in community impact in a nonprofit, corporate, or similar organization with a level of complexity and visibility consistent with United Way
- Experience in being flexible and adaptable to change in a fast-paced organization
- Experience with developing and executing strategic plans
- Strong analytical and evaluative skills
- Strong knowledge of the nonprofit sector and experience in leading and facilitating teams and cross-sector community coalitions
- Proven success navigating and leading cross-functional teams and cross-community partnerships to elevate partner and organization efforts.
- Computer proficiency in all Microsoft components

Interested applicants may apply [HERE](#)

This job description lists only the responsibilities and qualifications deemed essential to the position in support of the ADA. Reasonable accommodations may be provided to enable individuals with disabilities to perform the essential functions. United Way of Greater Rochester and the Finger Lakes is an Equal Opportunity Employer. This policy prohibits discrimination based on sex, race, color, religion, creed, national origin, age, marital status, sexual orientation, gender expression, disability, genetic predisposition, veteran status, or status as a member of any other protected group or activity.