



**United Way
of Greater Rochester
and the Finger Lakes**

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

CHIEF IMPACT OFFICER

SUMMARY

The Chief Impact Officer is a senior-level position and reports to the President/CEO. This role will have overall strategic and operational responsibility for ensuring an integrated approach to community impact efforts. The Chief Impact Officer will provide inspirational leadership to develop and implement efforts to advance the agency's goals and solutions with a focus on community leadership through systems change. The position will be part of the senior leadership team that drives the overall strategy for the organization.

The Chief Impact Officer will lead the Community Impact Team, which is 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. This role maintains strong knowledge of community issues and cultivates relationships in the nonprofit, public and private sectors to inform, leverage and maximize the use of resources and effective community solutions.

The Chief Impact Officer will oversee the development and application of approaches for advancing community impact, including convening partners, building coalitions, forging common agendas, organizing community awareness, initiating grants and leveraging resources.

This position provides leadership in developing, promoting and maintaining solid community collaborations with corporations, foundations, school systems, United Way agencies, other non-profits, 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.

Success also 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 being data informed in developing and executing strategies, with clear metrics and outcomes identified. The Chief Impact Officer oversees United Way of Greater Rochester and the Finger Lakes' evaluation process defining what is measured to demonstrate impact and working with partners to learn from findings to improve overall impact.

ESSENTIAL FUNCTIONS

- Directs all allocations, fund distribution processes and community investment strategies as they align with the goals and strategies of United Way of Greater Rochester and the Finger Lakes
- Leads and manages the strategic community investment strategy evaluation process of the organization to ensure successful program outcomes and effective strategies

- Oversees and or 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 of Greater Rochester and the Finger Lakes' community goals
- Represents United Way of Greater Rochester and the Finger Lakes at external events and community tables/committees advocating on our behalf while educating stakeholders about community needs and solutions
- Manages United Way of Greater Rochester and the Finger Lakes Provider Agreements including annual update review, annual 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 of Greater Rochester and the Finger Lakes
- Consistently demonstrates the values and mission of United Way of Greater Rochester and the Finger Lakes
- Supports the Regional Director and ensures alignment with the community impact work in the region and supporting the Eastern, Central and Western Cabinets
- Performs other duties as assigned

SKILLS AND COMPETENCIES

- Leadership
- Strategic thinker
- Mission-driven
- Innovative
- Analytical/Problem Solver
- Business Acumen
- Communication
- Creative
- Ethical/Credible
- Goal Oriented
- Initiative
- Relationship Management

FLSA CLASSIFICATION: Exempt

REPORTS TO: President & CEO

SUPERVISORY RESPONSIBILITY: Manages the Community Impact team members

TRAVEL: Local travel is required. There is occasional out-of-town travel.

EDUCATION REQUIREMENTS

- A bachelor's degree in business administration, social work, public administration or a related field. A master's or doctoral degree with relevant experience is preferred.

POSITION REQUIREMENTS

- Minimum of seven years of senior leadership and staff supervision experience in a non-profit, corporate, or similar organization with a level of complexity and visibility consistent with United Way of Greater Rochester and the Finger Lakes
- Experience with developing and executing strategic plans
- Experience in communicating in a persuasive, credible manner, in person, in digital settings, and in writing and presentations
- Strong analytical and evaluative skills
- Knowledge of the nonprofit sector and experience in leading and facilitating teams and cross-sector community coalitions
- Ability to contribute to the broader leadership of the organization through active participation as a member of the senior leadership team.
- Integrity and ability to represent United Way of Greater Rochester and the Finger Lakes credibly, professionally, and with a strategic vision
- Proven success navigating and leading cross-functional teams and cross-community partnerships to elevate partner and organization efforts
- Expertise in developing complex logic models and program evaluation frameworks
- Computer proficiency in all Microsoft components

JOIN THE TEAM!

United Way of Greater Rochester and the Finger Lakes 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 by serving our region with your time and talent.

HOW TO APPLY

Candidates may apply online at: [CLICK HERE TO APPLY](#)

OUR MISSION

Our mission is to unite the goodwill and resources of our community so that everyone can thrive. That means that our team is committed to working with local donors, businesses, not-for-profit program partners, municipalities, and individuals to make this region stronger and more vibrant together.

OUR VALUES

United Way of Greater Rochester and the Finger Lakes

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Our core values define who we are and how we serve our community. United Way and our team members are caring, collaborative, equity-driven, innovative, respectful, results-oriented and trustworthy. United Way strives to ensure employees and external partners feel valued, connected and empowered.

WHAT WE OFFER

- Competitive financial and wellness benefits
- Generous paid time off, retirement plan, and other fringe benefits
- Hybrid working arrangements
- Opportunities to give back to the community in life-changing ways
- Paid professional development
- Team events and internal committees for connection opportunities and fun!

United Way is committed to equal employment opportunities for all employees and applicants for employment. United Way prohibits discrimination against employees and applicants in all aspects of employment including but not limited to recruitment, hiring, compensation, promotion, training, leaves of absences, benefits, termination, employer sponsored activities, social and recreational programs, and recognition. United Way prohibits discrimination against all legally protected classes including age, color, creed, disability, domestic violence victim status, gender expression, gender identity, genetic predisposition, marital status, military status, national origin, parental status, political affiliation, pregnancy related condition, prior arrest/conviction record, race, religion, reproduction health choices, sex, sexual orientation, or other non-merit-based factors.