

Mission

To create and support one-to-one mentoring relationships that ignite the power and promise of youth.

Position Title: Vice President of Impact & Innovation
Program

Department:

Reports To: President/Chief Executive Officer

Hours: Full time

FLSA: This position is considered to be Exempt for overtime pay provisions as provided by the Federal Fair Labor Standards Act (FLSA).

Position Summary: The VP of Impact & Innovation will collaborate with the President/CEO to establish a strategic vision and guiding philosophy that will inform short-term and long-term impact goals for Program service delivery. This is a strategic leadership position that is charged with evaluating program portfolio and partnership approach that will allow the organization to achieve our mission. In this role, you will draw on the voices of Volunteers, Program Staff, Mentees/Littles to improve program design and delivery. In addition, you will be responsible for building a high performing team and a development plan that supports high employee satisfaction and engagement. The VP of Impact and Innovation will serve as a critical member of the Leadership Team.

Essential Responsibilities, Competencies & Behaviors:

- Lead the implementation, development, improvement, and evaluation of BBBSAZ impact agenda.
- Own responsibility for achieving program metric goals and build action plans when improvements are needed.
- Lead, motivate, and develop a diverse and cohesive Program team, providing opportunities for staff growth and advancement.
- Deploy resources efficiently and effectively toward organizational goals, working with the Program Directors and staff to balance workload and effort, and provide regular feedback so that staff can continuously improve their performance towards established goals.
- Create and support a high performing culture of accountability in the Program department aligned with BBBSAZ core values.
- Develop a team-based environment to motivate and inspire staff to work collaboratively toward vision and goal, by clearly communicating agency vision, implementing yearly staff development plans and mentoring.
- Coordinate with the President/CEO and Sr. VP of Operations to identify and create leadership and professional development opportunities for Program staff.
- Establish annual program, departmental/staff goals and objectives with appropriate measurement and individual and team accountabilities.
- Participate in the budget development process and maintain a high level of fiscal responsibility.
- Support fund development efforts through the promotion and execution of annual fundraising events

- Coordinate with the President/CEO on developing new program ideas and pilot projects, including integrating successful pilots into the Programs department.
- Identify and implement growth strategies to achieve our long-term vision of impact on youth in our region – this includes program expansion and scale.
- Lead the agency in measuring, reporting and narratives on outcomes of programs, impact investments and results for prioritized subgroups.
- Liaise with the Board, Education leaders, Parents and key external partners to increase scale and impact.
- Coordinate and analyze the appropriate data to inform the programmatic and operational decision-making process. Use the existing Salesforce/Matchforce CRM platform to increase efficiency, transparency, and collaborative efforts among teams.
- Develop an assessment protocol to determine the feasibility and sustainability of programs as well as lead to more effective and efficient service delivery
- Analyze and assess programs based on data collected and implement corrective measures as required.
- All other duties as assigned.

Education: *(Minimum & preferred educational requirements necessary to perform this job successfully):*

- Must possess a minimum of a bachelor's degree from an Accredited University.
- Prefer a degree within a related discipline; graduate degree in Social Work, Nonprofit Management or Human Services

Required Job Qualifications

- 6-8 years of demonstrated experience working as a leader in a youth development organization
- Demonstrated experience developing and managing a high-performing team
- History of success building a collaborative and supportive team culture
- Passion for BBBSAZ's mission and purpose and an ability to communicate this passion to others
- Comprehensive working knowledge of youth development theories of change, Social Emotional Learning and mentoring practices
- Strong ability to analyze data for insights and actions
- Experience leading through an equity lens and building programs where DEI is at the center of the work

Agency Core Values:

Ability to demonstrate, understand and apply our workplace values listed below. These are embedded in all roles and responsibilities, and will be considered during all aspects of employment.

- **We Ignite Potential**
We bring out the best in our Bigs, Littles & Families, Staff & Community
We talk beyond today
We believe in what's possible
We focus on sustained positive outcomes for youth
- **We are Ambitious**
We promote collaboration
We take initiative for our own growth and hold ourselves accountable
We are innovative; creative in thought and problem solving
We provide opportunities for youth to thrive
- **We are Committed to Greatness**
We are Customer Service focused ALWAYS
We are agile and can change gears comfortably
We keep safety in the forefront

We offer solutions, not excuses

- **We Fuel Diversity**

We are committed to equity and inclusion

We honor everyone as individuals

We create an atmosphere of respect and acceptance

We develop programming that reflects our community

Time Required: *(Time period the classification is typically expected to perform as a fully trained employee)*

- All new employees shall observe a 90 day introductory period.

Travel Requirements:

- Minimum of twice yearly out of town travel required
- Occasional local travel
- Must have reliable transportation

Work Environment/Physical Requirements: *(Specific work place conditions and/or physical abilities that are related to and/or required by this job)*

- Moderate lifting, not to exceed 20 pounds, may occur from time to time.

Equal Employment Opportunity

BBBSAZ provides equal employment opportunities to all qualified individuals without regard to race, religion, national origin, color, gender, marital status, sexual orientation, gender identity, veteran status, or disability.

BBBSAZ will comply with all federal, state and local anti-discrimination laws.

Americans with Disabilities Act

Applicants, as well as employees, who are or become disabled must be able to perform the essential duties & responsibilities either unaided or with reasonable accommodation. The organization shall determine reasonable accommodation on a case-by-case basis in accordance with applicable law.

Job Responsibilities

The above statements reflect the general duties, responsibilities and competencies considered necessary to perform the essential duties & responsibilities of the job and should not be considered as a detailed description of all the work requirements of the position. BBBSAZ may change the specific job duties with or without prior notice based on the needs of the organization.