



POSITION:

Managing Director, Sites

ORGANIZATION:

GreenLight Fund

ABOUT THE ORGANIZATION:

The GreenLight Fund helps transform the lives of children, youth and families in high-poverty urban areas by creating local infrastructure and a consistent annual process to: identify critical needs, import innovative, entrepreneurial programs that can have a significant, measurable impact, and galvanize local support to help programs reach and sustain impact in the new city.

GreenLight Fund is building a national network of cities, working together and learning from each other to harness the vision and ambition of social entrepreneurs and accelerate the spread of proven programs that make lasting change for low-income children, youth and families in their cities.

Currently in Boston, Charlotte, Cincinnati, Detroit, Kansas City, Philadelphia, and the San Francisco Bay Area, GreenLight Fund is expanding the impact and reach of its work and plans to add a new site every year through 2020.

For more information about GreenLight Fund, please visit <https://greenlightfund.org/>

ABOUT THE POSITION:

The Managing Director, Sites will be responsible for supporting and overseeing GreenLight's work in the cities/regions in which it operates. Managing and mentoring the organization's Executive Directors, the Managing Director will work to ensure best-in-class program delivery. Reporting into the Chief Executive Officer, the Managing Director will manage a team of seven Executive Directors and support the senior leaders and Board as a key member of the national Management Team.

This is an ideal opportunity for a seasoned coach and manager with exceptional strategic thinking skills to play a critical leadership role within a growing organization poised to make significant impact nationally.

Responsibilities include, but are not limited to:

Organizational Leadership

- In partnership with the CEO and other leadership, set GreenLight's vision and direction, supporting site Executive Directors in meeting and exceeding goals
- Establish an effective cadence for site management, balancing fidelity to GreenLight's model and values with appropriate autonomy in each site
- Develop a clear, mission-aligned vision for how site and national leaders and teams will operate together, with an eye towards collaboration, innovation, local impact and efficiency
- Build systems, policies and dashboards to ensure GreenLight's operational structure supports growth while maintaining exceptional quality and program consistency
- Leverage qualitative and quantitative data in decision-making, structure decision-making to support participation from multiple stakeholders from national and local teams
- Support storytelling and communications for the organization as a whole, lifting up stories that are locally relevant while communicating with a nationally consistent voice and message
- Advocate for local sites' needs and perspectives internally with the national Management Team



Team Management

- Manage and support each Executive Director towards achieving their site-specific goals and growth targets
- Build a culture that embraces diversity, equity and inclusion, modelling inclusive leadership and working effectively with staff from a range of cities and a diverse set of life experiences
- Coach Executive Directors and provide ongoing professional development, mentorship, and thought-partnership
- Support Executive Directors on meeting and exceeding both program and fundraising goals, enabling them to manage their local teams and stakeholders
- Ensure each Executive Director has the staff capacity and infrastructure needed to maximize impact and achieve their goals
- Establish key performance indicators to measure operational effectiveness; track performance against those indicators, providing feedback and guidance and refining indicators as necessary

CANDIDATE REQUIREMENTS:

The ideal candidate will possess the following qualifications:

- 5+ years of management experience in a geographically dispersed, multi-site organization, with demonstrated success managing individuals and teams to goals
- Excellent leadership skills including the ability to inspire, motivate, influence, and hold both local and remote staff accountable to significant standards and goals
- Ability to lead others through a time of significant growth/change, anticipating challenges and adjusting course as needed
- Exceptional critical thinking skills evidenced by a track record of anticipating and identifying problems, weighing options and providing recommendations that yield positive outcomes
- Collaborative approach to executive leadership, and the ability to work effectively within a multi-site organization to meet goals and improve organizational performance
- Familiarity with fundraising in a dynamic, entrepreneurial environment, particularly with major donors; ability to coach and mentor others on fundraising best practices and approaches
- High degree of integrity, models and encourages ethical behavior and decision making at all times
- Commitment to diversity, equity and inclusion, with ability to serve as an exemplar for GreenLight's values and foster an inclusive and respectful workplace
- Track record of establishing buy-in across stakeholders and influencing diverse groups of individuals and networks to achieve results
- A deep commitment to GreenLight Fund's mission of driving transformational change for low-income residents nationally
- Bachelor's degree required; MBA or Master's degree in a related field preferred

LOCATION:

Boston, MA strongly preferred, with openness for any existing GreenLight Fund site (Cincinnati, Kansas City, Charlotte, Detroit, Philadelphia, San Francisco Bay Area)

COMPENSATION AND BENEFITS:

Salary and benefits will be competitive and commensurate with experience

QUALIFIED INDIVIDUALS, PLEASE APPLY:

<https://www.on-ramps.com/open-positions/1340>

on-ramps

GreenLight Fund is committed to fostering diversity, equity, and inclusion at every level of the organization. GreenLight Fund recognizes and appreciates the value of building a diverse workforce and creating an inclusive work environment. GreenLight Fund takes pride in being an equal opportunity employer regardless of age, ethnicity, gender, gender expression, gender identity, genetic information, marital status, national or ethnic origin, physical or mental ability, race, religion, sexual orientation or veteran status.