

Position	Chief Impact and Strategy Officer
Position Reports to:	Chief Executive Officer
Position Status: Volunteer	Volunteer, renewable 2-year term

Position Overview: Executive Committee

The Chief Impact and Strategy Officer is a senior leadership position, reporting to the CEO, providing strategic leadership, management, and guidance to the organization's community leadership, Strategic Initiatives, and impact efforts through the grantmaking community engagement, programs, and donor engagement efforts. The CISO will ensure the organization's impact and leadership goals and objectives are achieved according to community organization national compliance standards and lead implementation, development, iteration, and evaluation of the organization's strategic direction for community investments and engagement. The CISO will be an experienced change-maker and leader within the organization and in the philanthropic, nonprofit, civic, and social sectors in the region and beyond. S/he will guide, manage, motivate and inspire the organization's Impact staff and their colleagues, be a key member of the organization's senior management team, and serve as a trusted partner to the Board of Directors.

Core Responsibilities:

- Possess extensive grantmaking and grant writing experience and relationships with external funders.
- Be a strategic thought partner and a collaborative problem solver with the CEO, senior staff, Impact team, Board, and donors.
- Lead all aspects of impact, program/initiative, grants activity, and strategic planning, especially related to community leadership and donor engagement at the organization.
- Embrace the values of diversity, equity, and inclusion and ensure they are reflected in the impact portfolio of work.
- In collaboration with Revenue Generation Committee, lead implementation and evolution of the organization's strategic plan with an openness to be responsive to changing conditions.
- Provide staff leadership for the Revenue Generation Committee of the Board of Directors.

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- Oversee annual grants management budgets, including developing systems, policies, and procedures.
- Be a leader of the organization, a trusted colleague for others on the leadership team, Impact staff, and across the organization. The CISO will help create and support a highly professional, outcome-oriented work environment.
- Communicate the organization's actions and policies, protecting and enhancing the organization's reputation and standing in its region, the state, and the nation, and represent the organization in various settings.
- Lead and motivate staff to work to the highest standards of excellence, grow professionally, and provide opportunities for staff to be satisfied and challenged by their jobs.
- Create and maintain strong, collaborative relationships with key outside colleagues, donors, community partners, grantees, and civic and political leaders.
- In partnership with the Chief Marketing, strategize and refine the organization's impact communications to a diverse constituency.
- Capture and disseminate data and insights in external communications, both written and verbal, and participate as a speaker, panel member, or moderator in professional settings.
- Carry out special projects as required.
- Adhere to the organization's core values and guiding principles.

Qualifications:

- Excellent verbal, writing and report presentation skills
- High level of professionalism and demonstrated ability to handle confidential information
- Strong organizational skills that reflect the ability to perform and prioritize multiple tasks seamlessly with excellent attention to detail
- Strong sense of teamwork
- Can operate independently and remotely from a supervisor

Key indicators of success

Strategy

- Exceptional strategic thinking and problem-solving abilities, a proven track record of success in solving complex and dynamic situations, excellent analysis, communication, and writing skills in identifying challenging issues, distilling opportunities for engagement or grant investments, and strategically synthesizing information from both the community and grantee experience.
- Thoughtful understanding of grantees' needs in key areas of organizational

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development, including strategic planning, finance, management, and board and leadership development.

- Resourcefulness with available funding and creating fund development opportunities for donor and funder partnerships.

Community Engagement

- Believes in a shared equity value with proven capacity to respectfully work in a multicultural and inclusive workforce.
- A deep understanding and comprehension of key local issues and challenges, including those affecting communities that have been historically marginalized, is necessary to succeed in this position.
- Familiarity with organizational development concepts and flexibility in adapting capacity-building approaches to grantees and/or grantee cohorts, especially from a place-based and equity/inclusive perspective.
- Experience and expertise in developing high-quality learning experiences and knowledge resources, with familiarity in organizing and managing convening meetings and/or training that focus on emerging content-related issues and the challenges of creating and running an impactful strategic program and/or organization.

Management and Mentorship

- Adaptability and flexibility, ability to thrive in an entrepreneurial, fast-paced, results-oriented culture with limited guidance and a service-oriented mindset. Strong skill in coaching and developing others,
- Commitment to personal learning and development and openness to feedback.
- Foster a strong, positive team environment and provide mentorship and guidance to staff as required.