



United Way of Central and  
Northeastern Connecticut

## About Us

United Way of Central and Northeastern Connecticut is one of more than 1,040 autonomous United Ways in our nation and 1,800 community-based United Ways in forty-five countries and territories. We have the unique ability, vision, and resources to bring together diverse stakeholders around a community vision of creating positive change to achieve long-lasting results for children and families. Our Workplace Giving team helps to raise awareness of United Way's work and the impact can all make together for local children and families.

## Our Mission

To engage and bring together people and resources committed to the well-being of children and families in our community.

## Our Vision

A community where opportunities are available for every child to succeed in school and for every family to achieve financial security.

## Our Values

In pursuing our mission, the following principles guide our relationships with stakeholders, including our donors, volunteers, partners, employees and the communities we serve: a belief that respect, equity, diversity and inclusiveness make us stronger; engaging others with professionalism and quality support; seeking creative and sustainable solutions to pressing social challenges; maintaining the highest standards of personal and organizational honesty in order to ensure stewardship of donors' dollars; being proactive and responsive through consistent communication; and, delivery of high-quality services and effective measurement of results to ensure efficiency and innovation.

## Join Our Team! Career Opportunity

We are searching for a **Director of Health Initiatives** to be part of our United Way team located in Hartford Connecticut. This position is responsible for managing, driving, and contributing to progress toward department and organizational goals by providing leadership in core departmental functions, special projects, resource generation, and data management. The director will focus on projects to advance the goals of health-related initiatives and projects intended to result in increased access to healthcare and improved health outcomes.

### *What you will do:*

- Understand local communities and develop and maintain effective relationships with community stakeholders and public/private partners to address United Way priorities.

- In partnership with leadership volunteers and community partners, identify needs, assets, partners, resources, and innovative approaches to achieve intended community goals.
- Lead management of investment portfolio (grantmaking and/or subcontracting to advance community goals) to ensure progress toward impact goals.
- Act as organizational lead for relationship management with community partners that contribute to impact and fundraising goals.
- Lead implementation of programming and/or support for community collaborative in support of impact and fundraising strategies as assigned.
- Lead fundraising as assigned to support impact goals including serving as lead for funder relationship management in coordination with other staff.
- Coordinate cross-functionally to manage impact and fundraising responsibilities as part of organizational workplan; lead cross-functional teams as assigned.
- Supervise staff who manage special projects to ensure grant deliverables and impact goals are achieved.

**Key skills and attributes:**

**Leadership:**

- Model collaborative behavior that is inclusive and welcoming and reflects strong value for diversity.
- Establish open, effective communication with staff and other strategic partners.
- Participate in learning communities and other opportunities to increase knowledge that will enhance initiative. Share learnings with partners and staff.
- Provide direction and support to partnering organizations in aligning their work to a common agenda (e.g., identifying opportunities for program work and systems to support specific goals).
- Maintain an understanding of implementation challenges and develop comprehensive solutions to address them.

**Managing Internal Systems:**

- Oversee projects, monitor and report on issues and achievements within timelines.
- Select, contract with, and oversee work of consultants as appropriate.
- Work collaboratively with other community initiatives to leverage/align resources around shared goals.

**Data Collection, Analysis and Reporting:**

- Work with community partners to refine data points and indicators, and identify sources and data collection methods for both qualitative and quantitative measures
- Secure and execute data sharing agreement with strategic partners as appropriate.
- Ensure broad awareness and understanding among all partners and residents of targets and indicators.
- Use data to inform learning, drive decisions and strive for continuous improvement.

**Qualifications**

- Master's degree in social work, business, public policy, or related field preferred; and/or at least five to ten years of relevant work experience, including experience managing collaborative teams in a fast-paced nonprofit, community organizing, social enterprise, or start-up environment.
- Experience working in an economically, racially and ethnically diverse environment, and the ability to build trusting relationships.

- Advanced strategy and planning skills, including an ability to think strategically on both organizational and systemic levels over multi-year horizons.
- Experience with project management and stakeholder management.
- Strong data acumen and ability to use data to drive decision making.
- Strong facilitation and presentation skills before multiple types of audiences.
- Existing relationships with, or ability to quickly build relationships with, a cross-sectorial range of stakeholders in the local or regional area, including senior executives.
- Outstanding communication and interpersonal skills, able to build authentic relationships with diverse stakeholders - from public and private sector executives, employers, and philanthropists to line workers and support staff at partnering agencies.
- Strong writing ability.
- Comfort with ambiguity and ability to thrive in a fluid, entrepreneurial environment, and willingness to “roll up one’s sleeves” and extend beyond formal responsibilities as needed for the work.

**Competencies:**

- Familiarity with local community/systems and programs/services that contribute to improved access to healthcare and improved health outcomes.
- Business acumen: knowledgeable about programs, grants, contracts and building and maintaining partnership relationships.
- Action Orientation/Leadership: drives for goal completion and makes adjustments as new demands emerge; identifies resource needs, and problem-solving orientation.
- Relationship Building and Communication: demonstrates excellent interpersonal skills, engenders trust with leaders and community partners, promotes the common good, and exercises active listening.
- Judgement and Decision-making: makes sound decisions under pressure, avoids assumptions, weighs risks, asks good questions, demonstrates critical thinking, delegates effectively, follows up.
- Fiscal and Operational Effectiveness: achieves objectives within allocated resources, develops ways to streamline workflows to produce desired outcomes.

***How to apply:***

Qualified applicants should submit a resume and a cover letter describing 1) their qualifications and experiences 2) salary requirements, and 3) how they learned about the position to:

United Way of Central and Northeastern CT

Human Resources

30 Laurel Street

Hartford, CT 06106

Email: [positions@unitedwayinc.org](mailto:positions@unitedwayinc.org)

United Way of Central and Northeastern Connecticut is an equal opportunity employer M / F / D / V.