



United Way of Central and
Northeastern Connecticut

Join Our Team! Career Opportunity

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 Community Engagement and Marketing 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.

We are searching for an **Impact and Engagement Manager – Economic Mobility** to be part of our United Way team located in Hartford Connecticut. This position is responsible for influencing, 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 manager will focus on projects to advance the goals of Hartford Working Cities, which aims to increase the rate of employment among Hartford young adults through a focus on young adult leadership, fostering collaboration among education and training providers, and employer engagement.

What you will do:

- Understand local communities and develop and maintain effective relationships with community stakeholders, and cross-functional 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.

- Manage investment portfolio (grantmaking and/or subcontracting to advance community goals) to ensure progress toward impact goals.
- Act as the organizational liaison for relationship management with a portfolio of community partners that contribute to the impact and fundraising goals.
- Support and participate in various fundraising and advocacy activities to achieve revenue goals.
- Lead special projects as assigned (including but not limited to Young Legends, North Hartford Ascend Pipeline projects, etc.).

Key skills and attributes

Leadership:

- Model collaborative behavior that is inclusive, welcoming, and reflects a 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 the initiative. Share learnings with partners and staff.
- Maintain an understanding of implementation challenges and develop comprehensive solutions to address them.
- Has a passion for system change and have the experience to influence change and motivate others.
- Can manage and mentor a young adult team, including recruiting, training, and providing ongoing supervision and support for young adults who are contracted to assist with Hartford Working Cities objectives.

Project Management:

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

Data Collection, Analysis, and Reporting:

- Ensure broad awareness and understanding among all partners and residents of targets and indicators.
- Work with partners to collect data related to all Economic Mobility initiatives including but not limited to Hartford Working Cities.
- Use data to inform learning, drive decisions and strive for continuous improvement.

About You:

- Bachelor's degree in social work, business, public policy, or related field preferred; and/or at least three years of relevant work experience.
- Experience with/working in an economically, racially, and ethnically diverse environment, and the ability to build trusting relationships with all stakeholders.
- Experience in successfully managing and delivering program initiatives.
- Strong writing ability.
- Experience with project management and stakeholder management.
- Strong facilitation and presentation skills before multiple types of audiences.

- Strong 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.
- 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.
- Experience in measuring the effectiveness of outreach strategies.
- Some night and weekend hours required.

Competencies:

- Knowledge of local communities and systems; workforce development; and positive youth development.
- Action Orientation/Leadership: drives for goal completion and adjusts 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: make sound decisions under pressure, avoids assumptions, weighs risk, asks good questions, demonstrates critical thinking, delegates effectively, and follows up.
- Public Relations: Capable of adapting and delivering messages for a variety of audiences, including clients, partners, donors, and the public.
- Strategic Vision: Ability to support both short-term and long-term strategies for improving and implementing economic mobility initiatives.

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:

Email: positions@unitedwayinc.org

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

Frequently cited statistics show that women and members of structurally marginalized and/or underrepresented groups apply to jobs only if they meet 100% of the qualifications. United Way of Central and Northeastern Connecticut encourages you to break that statistic and to apply. Few candidates will meet 100% of the qualifications. We look forward to your application.