



United Way
of South Hampton Roads

We bring people and resources together to solve problems too big for any of us to solve alone.

UNITED WAY OF SOUTH HAMPTON ROADS
Director of Economic Mobility

Title:	Director of Economic Mobility
Department:	Community Impact
Reports To:	Vice President, Community Impact
Date Created:	July 2021

Why Work for United Way

Do you want to leave work every day knowing that you made an impact? At United Way of South Hampton Roads (UWSHR), you'll work in a fun and supportive environment where every day is a new opportunity to make a difference. If you talk to our employees, the single trait we all have in common is passion. We work hard because we love what we do, and we know how much our community needs us. You'll learn from some of the best in the business and be constantly challenged in an ever-changing industry. Plus, we offer excellent benefits and opportunities for advancement. If you want to be great while doing good, join the United Way team.

If you are motivated, hard-working and passionate, United Way may be the perfect place for you. Successful candidates will have program management experience, building programs from inception to operating model, with a strong ability to build coalitions to educate stakeholders on the ALICE (Asset Limited, Income Constrained, Employed) population. You must be able to communicate effectively with your team, manage details with ease, and lead conversations on critical issues impacting our community.

Objectives & Expectations

The United Way improves lives by mobilizing the caring power of communities to advance the common good to help all residents thrive and live the best version of themselves. We all benefit when a child succeeds in school, when someone finds a job that sustains a family, or when more people get quality, affordable healthcare. As our community recovers from one of the deadliest pandemics in our country's history, the United Way will play a pivotal role in helping residents from under resourced communities and the ALICE population (Asset Limited, Income Constrained, Employed) move towards self-sufficiency.

Serving as a backbone for our community, United Way will partner with organizations to provide enhanced job training and improved housing opportunities for ALICE individuals and will provide wrap around services to connect residents to healthcare programs for families impacted by the pandemic. United Way will also support the reopening of the local economy by partnering with organizations to support small business growth, working closely with nonprofit agencies to deliver programs and services to residents experiencing need. The Director of Economic Mobility will principally lead this effort, working in close partnership with the leadership team at UWSHR, partners, and other stakeholders to build a robust strategy, portfolio of related activities, and measurement framework designed to improve economic outcomes for the community residents.

Core Job Responsibilities

- Create strategic plan and objectives for the economic mobility portfolio of work that aligns with the overall goals and mission for the organization
- Guide senior leadership in creating a community impact agenda focused on ALICE and moving thousands of families within this population to self-sufficiency in the next four years



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- High performing professional that will act in an architect role to build blueprint for program to distribute multi-million-dollar grant funding to support residents within the ALICE and vulnerable resident population recover from the pandemic
- Become a subject matter expert, advocate, and voice for ALICE in representing UWSHR in the community
- Lead the care coordination strategy for the Community Impact team
- Develop and implement a list of dependent projects needed to reach the programs overall goals
- Lead a team of case managers and coordinators that will engage residents and qualify their needs for entry into the program and for financial assistance
- Create SMART goals for team (individual and team) based on program objectives that will drive overall success of our economic mobility work
- Design KPIs for accurate reporting of performance on agreed upon benchmarks
- Manage program budget and work closely with CFO to identify risks and issues associated with program expenditures

Key Metrics

- Completion of strategic plan for economic mobility work
- Development of a measurement framework

Key Skills Requirements

- 5+ years' experience in program management, building programs from inception to operating model
 - 4-year college degree and or equivalent work experience a plus
- Significant experience working as an advocate for vulnerable populations
- Experience leading people and holding teams accountable for making progress towards agreed upon metrics
- Strong ability to lead in the community and build coalitions to educate internal and external stakeholders on ALICE population
- Ability to lead conversations on critical issues that impact the local community
- Self-starter with a strong sense of urgency
- Highly organized and disciplined with the ability to communicate in both technical and non-technical terms

Interested? Please send your resume to humanresources@unitedwayshr.org. We will continue accepting applications until the position is filled.