

Job Description: Director of Community Impact

Does a shared Community Vision speak directly to your heart? Are you naturally curious? Is racial equity your life's work? SA2020 is looking for a Director of Community Impact who will support the organization in its mission to drive progress toward a shared Community Vision for San Antonio through research, storytelling, and practice. This work includes producing widely accessible and actionable research and strengthening the capacity of Partners to lead change.

All SA2020 Team Members practice the organization's Core Values:

Community: We work to achieve results prioritized by the community. We follow and uphold the community's vision, understanding that the collective well-being of San Antonians is a shared responsibility.

Accountability: The community's agenda is our agenda. We are transparent and intentional in our work, holding ourselves, multi-sector organizations, and elected officials accountable to collective goals.

Leadership: We believe everyone is capable of affecting change, and we respect knowledge and expertise across all levels of organizational hierarchy and power.

Curiosity: We challenge one another to ask "why." We practice continuous learning and improvement, while always leading with results.

Celebration: We celebrate incremental change. We seek joy while engaging in the difficult work of systems change.

Responsibilities

Research

- Research progress toward San Antonio's shared Community Vision
- Produce systems-focused narratives for widely accessible reports that celebrate San Antonio's progress, highlight challenges, and make calls to action for institutions and individuals

Storytelling

- Support the Content Manager in the production of a biennial journal that broadens perspectives about systemic inequities through race conscious storytelling
- Support the Content Manager in developing content across all communication platforms

Practice

- Build and maintain relationships with current and prospective multi-sector Partners
- Work with the President & CEO to grow the capacity of Partners to advance racial equity and make the greatest impact on Community Results
- Support the Team in planning and executing programs and events
- Work with the Team and relevant committees to develop and implement an ongoing community engagement strategy
- Support the President & CEO with facilitation, presentations, and other public engagements to represent the organization

Organizational Sustainability

- Work with the President & CEO and the Director of Operations to evaluate and continually strengthen the organization's strategic plan
- Support the Brand Manager in ensuring brand consistency and relevancy
- Work with the President & CEO and the Director of Operations to diversify and grow funding streams
- Work with the President & CEO to expand SA2020's access to local and national grants

Required Experience & Skills

- Bachelor's degree + 5 years' work experience OR
 - Associate degree + 9 years' work experience OR
 - High school diploma + 13 years' work experience
- 2 years of management experience
- Skilled public speaker
- Experience in crafting effective written communications
- Excellent editing skills
- Experience leading public relations and marketing activities
- Experience strategically advancing racial equity through partnerships
- Experience developing, facilitating, and strengthening racial equity training curricula
- Experience in documenting and evaluating performance metrics, creating measurement tools, and strengthening processes related to evaluation
- Proficient in synthesizing large amounts of information and producing recommendations
- Experience in analyzing qualitative and quantitative data, and communicating salient points
- Comfortable developing and maintaining relationships
- Experience in developing new business relationships
- Experience managing people including employees, interns, contractors, and/or vendors
- Proven track record and continued working knowledge of human resources processes
- Experience in planning event, meeting and training logistics
- Proficient in Microsoft Office, Google Suite, and Zoom

Preferred Experience & Skills

- Master's Degree
- Additional 5 years of professional experience in the nonprofit, philanthropic, or public sectors
- 5 years of full-time management experience
- Bilingual (English and Spanish) or Multilingual
- Experience utilizing digital tools and platforms for public engagement
- Experience facilitating a team through a Racial Equity Impact Assessment
- Experience in leading strategic planning activities
- Experience with collection secondary/existing data and disaggregation of data
- Experience with fundraising including grant research, writing and reporting
- Experience managing both people internal to the organization (employees and interns) and external (contractors and vendors)
- Proficient in Salesforce and integrated marketing apps

SA2020

Position Details

This position is a full-time, benefits eligible position with an annual salary range of \$74,328-\$89,193 based on skills and experience. SA2020 offers a great benefits package that includes health, dental, vision, 401k, and a fantastic PTO and holiday policy. Additionally, the SA2020 Team works remotely and provides a connectivity stipend to offset phone and Internet costs. You must pass a background check prior to employment. SA2020 is an equal opportunity employer.

To Apply

To apply for this position, please submit your cover letter and resume, both as PDF attachments, to Ariane Etemadi at ariane@sa2020.org. Please use "Application: Director of Community Impact" as the subject line. This position will remain open until filled.