



Director, Community Impact (Systems)

In 1951, our city's (then) four largest financial institutions created the Community Foundation for Greater Atlanta. That year, the Community Foundation made \$450,000 in grants to local nonprofits.

Today, the Community Foundation donates an estimated \$140 million annually, making us one of the largest philanthropic service organizations in the Southeast.

Still, the needs in our community are pressing and we need to move with the urgency of now to address them. ***The Community Foundation has unequivocally embraced equity as the Foundation's #1 priority.*** Named TogetherATL, this strategy provides a blueprint for how the Community Foundation will champion equity and lead boldly in collaboration with our community partners to work TOGETHER to secure prosperity for all throughout the region.

The TogetherATL strategy is focused on place-based and systems level change with an emphasis on four distinct yet overlapping issue areas: housing; equity in the arts sector; growing power and leadership among communities of color, and addressing income and wealth gaps that exist across race.

Reporting to the Vice President, Community Impact, the Director, Community Impact (Systems) will play a critical role in operationalizing the TogetherATL systems strategy to catalyze transformational change. The role represents a unique opportunity to leverage resources and team expertise to create access to opportunities for wealth building, upward economic mobility, civic engagement and voting rights, power-shifting and social justice through democracy, and supporting Black-led arts groups in the creative industry. **Specific responsibilities include:**

Launching the Foundation's TogetherATL Systems Change strategy

- Set vision, strategic direction and goals, for the Foundation's Systems Change strategy, a key component of the Foundation's five-year TogetherATL strategic plan
- Support vision, strategic direction, goals, and direct work for the Foundation's place-based strategy, to bring about more equitable outcomes for all residents of our region
- Provide strategic direction and management of discretionary grantmaking funds and external philanthropic funding partnerships to ensure alignment to the Foundation's Systems Change initiatives
- Partner with VPs Community and Philanthropy to more effectively and intentionally connect donor contributions with community assets to advance neighborhood interests
- Partner with the Director, Operations, Research and Evaluation to validate the efficacy

of Systems Change strategies that shift power to and within communities, including refining metrics of success, a dashboard of key indicators, tracking progress, and reporting

- Collaborate with the Marketing and Communications team to tell the story of the Foundation's impact
- Support the Senior Leadership Team in promoting a culture of community engagement throughout the Foundation, complementing traditional philanthropic perspectives and insights with those gained from lived experience

Relationship Management:

- Serve as an ambassador and spokesperson for the Foundation's Systems Change initiatives, with the professional acumen to interact with staff, board members, donors and members of the media
- Exhibit a credible, visible presence as an active member of the community, serving as a bridge between resources and needs
- Reinforce collaborative approach in work with key external stakeholders including Foundation donors, community, philanthropic, civic, business and nonprofit partners

Team Leadership and Management:

- Serve as one of several senior leaders of the Community Impact team and Foundation, supporting overall culture goals of both the organization and team
- Manage Systems Change team including program officers and program associates, and in some cases external contractors
- Develop and maintain a high-performing and cohesive team of employees, and on occasion contractors. This includes recruiting, hiring, orienting, coaching and providing on-going feedback; performance planning, evaluation and professional development; recommendations for career development discussions and mentoring
- Provide trainings and opportunities for learning across the Foundation team, developing relevant learnings that strengthen the Foundation's TogetherATL strategy

The Director, Community Impact (Systems) will be a key member of the Community team with direct reports that include the Program Officers for Arts, Power and Leadership, Income and Wealth and Generalist, as well as two Program Assistants. Above all, you are dedicated to the pursuit of equity and shared prosperity. You are a highly relational leader, whose expertise combines the capacity to connect across a wide range of internal and external stakeholders, with the instincts and authenticity to gain their trust and confidence. You approach your work with humility and curiosity, think creatively, and meet challenges with initiative and a range of solutions. While no one candidate will embody all the qualifications outlined below, successful candidates will possess many of the following **professional and personal abilities, attributes, and experiences:**

- 8-10 years of experience managing the strategy and execution of organizational or program goals, ideally in a Foundation context;
- demonstrated ability to create, implement and evaluate systems that support impactful program delivery and evaluation;
- willingness and ability to make, act on and own thoughtfully informed decisions
- demonstrated ability to lead, develop and retain a diverse group of team members, recognize and leverage their talents in a way that inspires commitment, cohesion and a collaborative, high-functioning culture;

- experience “teaming” across the organization in a way that supports true collaboration and leads to the best possible outcomes;
- ability to support multiple projects and competing priorities with a meticulous attention to detail;
- experience creating and managing budgets;
- ability to communicate in a way that is clear and accessible, and
- basic aptitude and strong appetite to learn data and technology systems; familiarity with Google Suite office products.

Other:

All employees are required to be fully vaccinated against COVID-19 (medical and religious exemption accommodation possible) within 30 days of hire.

The Community Foundation operates in a hybrid working environment with staff working in-office three days per week and the opportunity to work remotely two days per week if in good standing.

Compensation:

To be determined based upon experience and qualifications within the anticipated salary range of \$120,000-\$140,000. This position is exempt and includes eligibility for the Foundation’s competitive health and benefits plan:

Paid time off:

- Two weeks accrued paid vacation
- Two weeks accrued paid sick leave
- Four mental health days
- Two personal day
- Two floating holidays
- Ten holidays

Benefits:

- All benefits effective on date of hire – no waiting period
- 100% employer-paid benefits (medical, dental, vision) for employee-only insurance plans o 100% employer-paid life insurance and AD&D
- 100% employer-paid short-term disability and long-term disability
- 100% employer-paid parking in downtown Atlanta or monthly MARTA card
- Affordable plans for legal insurance, critical illness, supplemental life, and more o Employee Assistance Program

Retirement:

- Immediate eligibility for employee contribution to 403b plan
- After two-year anniversary with organization, all employees receive an employer-paid contribution of 6% of their salary to a SEP-IRA plan regardless if the employee contributes to retirement

Culture and Development:

- Individual Development Plans (IDPs) for each team member including trainings, resources, development opportunities, etc.

- Two wellness rooms for mental health with self-care items
- Fun monthly employee engagement activities

To Apply:

We have engaged [Promise54](#) to support the hiring process.

Review of applications will begin immediately, and continue until the position is filled. For best consideration, please follow these instructions to submit a cover letter and resume:

- Visit the [Opportunities](#) section on Promise54's website and click on the APPLY NOW tab within the Community Foundation for Greater Atlanta Director, Community Impact (Systems) position description
- Answer a brief set of questions about you
- Below the questions, you'll be able to upload your resume as well as a cover letter

Finally, if you encounter any technical difficulties, please contact:

admin@promise54.org.

The Community Foundation for Greater Atlanta provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Community Foundation for Greater Atlanta values diversity and inclusion; we honor the diverse needs, strengths, voices, and backgrounds of all individuals in our regional community.