



Senior Director, Strategy and Impact Position Description

About East Side Aligned:

In 2015, community members developed a bold agenda—The East Side Aligned [Roadmap](#)—aimed at creating the conditions for all children and youth within the East St. Louis School District 189 footprint to be:

- Healthy and Safe in their Environments
- Socially Connected and Emotionally Secure
- Successful in School, College, and Work
- Positively Engaged in their Community

Comprised of over 180 strategies, the Roadmap reflects the community's aspirations for young people as well as the willingness of people and organizations to work together to create the conditions for children and youth to thrive across the cradle-to-career journey.

In 2022, East Side Aligned (ESA), the organization, was formed to sustain the work of strengthening community collaboration and facilitating systems change. Visit www.eastsidealigned.org to learn more about how ESA is bringing people together to champion equity, justice, and well-being with and for young people.

Position Summary:

The Senior Director is responsible for advancing the implementation of East Side Aligned's short- and long-term plans and strategies, supporting the intentional growth and development of staff, facilitating alignment and continuous improvement, and managing special projects. We are seeking an experienced changemaker with a strong background in supporting collaborative groups, managing complex projects, fostering accountability, and cultivating a values-driven organizational culture. Key responsibilities and functions include:

Organizational Strategy

- Co-lead, with the Executive Director, the development and implementation of ESA's strategic plan.
- Guide short- and long-range programmatic planning and evaluation activities to achieve goals and objectives.
- Develop and implement systems for tracking organizational data, progress, and impact.
- Facilitate the development and integration of organizational values-driven policies and practices.
- Support the development and implementation of internal and external communications strategies to strengthen awareness, increase stakeholder engagement, and generate resources.
- Support fund development efforts to advance ESA goals and objectives.

Alignment and Improvement:

- Implement strategies and integrate tools to maximize synergies across the organization and better support the facilitation, collection, and sharing of knowledge generated by staff and partners.
- Identify opportunities for ESA to leverage internal strengths to take advantage of new opportunities and/or address organizational challenges.
- Provide leadership to strategic and organizational issues that arise and identify new and better ways to help team members and community stakeholders achieve long-term goals.

Team Member Development:

- Develop, coach, and help retain highly effective team members, equipping them to elevate their level of responsibility and performance.
- Work with team members to develop systems to ensure consistent and highly effective facilitation, programmatic oversight, and project management practices.
- Develop and implement processes to evaluate performance and professional development needs.
- Work with staff to develop and achieve objectives and performance measurements.
- Support the design and implementation of professional development activities to equip team members with the knowledge and skills needed to carry out their roles and advance ESA's vision.
- Foster communication, cohesiveness, and a vibrant team culture centered in well-being and accountability.
- Supervise and support assigned staff in achieving their goals.

Special Projects:

- Provide facilitative leadership to collaborative groups and initiatives advancing ESA priorities.
- Assist in the design and coordination of learning and capacity building opportunities for diverse audiences.
- Represent ESA on relevant local and statewide committees as well as at conferences and trainings.
- Develop ways to share organizational learning with a broad range of community stakeholders.
- Other duties as assigned.

Desired Competencies

- A systems-oriented thinker with the ability to analyze complex relationships and situations, think outside the box, act, and promote innovative approaches across impact areas.
- Strong facilitation and project management skills with the ability to manage complex, multifaceted projects resulting in measurable success.
- Demonstrated experience managing teams and supporting professional development.
- Comprehensive working knowledge of organizational planning, budgeting, administrative operations, strategic communications, and fundraising.
- Demonstrated ability to analyze and compile data for planning purposes.
- Excellent communication skills, both written and oral, with the ability to represent the organization externally across a wide range of stakeholders and constituencies.
- Strong relationship builder with the ability to find common ground, build consensus, and strengthen collaboration among diverse stakeholders.
- Strong community awareness and astuteness.
- Ability to successfully navigate in a fast-paced, results-driven, and entrepreneurial environment.
- Demonstrated commitment to equity and justice.

Reporting Relationship: The Senior Director position reports to the Executive Director.

Salary: \$65,000

Benefits (Partial List):

- Competitive medical/dental/vision insurance plans; 77.5% of base plan covered by ESA
- 4% 401(k) employer contribution
- Employer paid short-term disability, long-term disability, and life insurance
- Human-centered Paid Time Off (PTO) and Leave policies
- Flexible work schedules and the option to work remote up to 3 days a week

Submit cover letter, resume, and questions to admin@eastsidealigned.org
Position will be posted until filled