



POSITION SPECIFICATION

# EXECUTIVE DIRECTOR

The Stride Center

Oakland, CA

## **Leadership Search Partners**

is a search firm focused exclusively on the nonprofit sector. As a new division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

## **Managing Director, Scott Staub, ACFRE**

is leading this search assignment. Inquiries may be made, in confidence, to Scott Staub at [scott@leadershipsearch.com](mailto:scott@leadershipsearch.com).



**TITLE:** Executive Director

**ORGANIZATION:** The Stride Center

**LOCATION:** Oakland, CA

**REPORTS TO:** Board of Directors

### **MISSION**

The Stride Center (“Stride”) is a nonprofit public benefit corporation, which provides job training in computer service and installation to low income individuals in Alameda County.

As a social enterprise addressing poverty, Stride's ([www.stridecenter.org](http://www.stridecenter.org)) mission is to empower men and women facing barriers to employment to achieve economic self-sufficiency. Stride provides a comprehensive career development program that includes job skills training, credentials, career coaching, work experience, and job placement assistance in the technology field.

### **ABOUT THE ORGANIZATION**

The Stride Center’s vision is that all people in our community, regardless of barriers to success, will achieve social and economic mobility through prosperous, vibrant and meaningful careers. Stride empowers students with the credentials, skills, behaviors, perspectives, professional networks, and confidence. Not only does empowerment have a lasting impact on these individuals, but also their families, friends and communities. Stride surrounds students with a comprehensive array of curriculum and resources, ensuring that graduates can compete in the job market and successfully thrive in a new career.

The mission is to provide comprehensive career development including job skills training, credentials, career coaching, work experience, and job placement assistance to empower people to live up to their potential. Nearly 60% of graduates of Stride’s core A+ program find jobs upon graduation. Seventy-four percent of the A+ graduates who go on to earn one or more advanced certification find jobs. For those graduates who gain work experience through their social venture internship position, 87% are more likely to find work.

Graduates of Stride have a larger benefit community-wide as professionals. They expand their financial horizons and become active community participants while achieving self-sufficiency through prosperous, vibrant and meaningful careers.

### **ABOUT THE OPPORTUNITY**

Reporting to Stride’s board of directors, the Executive Director is responsible for the organization's achievement of its mission and strategic objectives.



This is an excellent opportunity for an entrepreneurial, technically minded professional who would like to lead this dynamic organization to even greater success. The ideal candidate will come with exceptional interpersonal skills and a collaborative management style that facilitates the growth of the organization. S/he will have both a strategic and hands-on approach to leadership and operations, be adept at analysis, business planning and forecasting, and have a demonstrated commitment to Stride's mission.

## **Responsibilities**

### *Organizational Leadership and Management*

- Serve as a compelling spokesperson for Stride's vision, strategy and programs among board, staff, donors and other key stakeholders and the community at large
- Deepen and expand relationships with diverse funding sources, including foundations, corporations, individual donors and government
- Oversee all programmatic, operational, financial and fundraising activities of the organization
- Foster an organizational culture of results, learning, innovative thinking, responsibility and accountability

### *Community Relationships and Partnership Development*

- Develop strategic alliances with organizations to advance Stride's mission
- Cultivate and maintain strong working relationships with corporations to hire Stride Center graduates
- Cultivate and maintain relationships with technology companies and/or tech leaders to stay abreast of technological changes and/or anticipate shifts for future needs

### *Program Development and Delivery*

- Keep abreast of current and emerging issues in workforce development, guiding Stride to respond effectively with curriculum and supportive services
- Lead new program creation while supporting current program growth

### *Fiscal Management*

- Develop, manage and monitor organizational budget in partnership with the Board of Director's finance committee
- Strategically link revenues and resource allocation to grow the organization
- Present financial and organizational progress reports to the Board of Directors



## **Professional Experience/Qualifications**

### Experience:

- Proven senior-level managerial and operational experience, problem solving, fundraising and financial experience as an executive in the not-for-profit sector
- 5+ years of experience in a management role including staff management and budgetary accountability of \$1M+ and a staff of 5 or more
- Proven ability to meet multiple deadlines and balance multiple projects
- A demonstrated ability to work effectively with representatives, advocates and professionals with different backgrounds
- Demonstrated ability to produce \$1M+ in businesses development and/or fundraising revenue
- Proven ability to stabilize an organization in transition; optimize operations; and experience in talent acquisition and development
- Visionary, creative and entrepreneurial with a proven ability to transform an organization in transition

### Skills:

- Outstanding oral and written communication skills, ability to publicly advocate on behalf of Stride and its clients
- Financial management and analytical skills
- Visionary, creative and entrepreneurial
- Proven fundraising abilities; demonstrated ability to cultivate, solicit and steward relationships with corporations and institutions and leveraging those relationships for broader support
- Plans and executes on specific metrics to achieve development goals

### Personal Characteristics:

- Dynamic and charismatic leader who enjoys being the public face of an organization
- Demonstrated commitment and/or passion for and strong knowledge of workforce development with underserved communities
- Deep-seated understanding of and experience with working with a culturally diverse staff, clientele and community whose skills, cultures and spoken languages reflect the communities served by Stride

### Education:

- A bachelor's degree is required

### Preferred:

- Experience in workforce development preferred
- Experience with justice-involved communities
- Coach and teacher who appreciates empowering employees with a history of retaining staff
- Background in technology and/or contracts with technology executives/leaders



### **COMPENSATION**

A highly competitive compensation and benefits package will be made available to the qualified candidate.

### **TO APPLY**

Leadership Search Partners is conducting this search on an exclusive basis on behalf of Stride. For immediate consideration, interested candidates should apply via email by sending a resume and cover letter as PDF or Word documents to Search Coordinator Chelsea Burr at [chelsea@leadershipsearch.com](mailto:chelsea@leadershipsearch.com), with "Stride\_ED" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Scott Staub at [scott@leadershipsearch.com](mailto:scott@leadershipsearch.com).

**The Stride Center** is an equal employment opportunity employer.

**LEADERSHIP SEARCH PARTNERS** is a search firm focused exclusively on the nonprofit sector. Based in the San Francisco Bay Area, the firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders. [www.leadershipsearch.com](http://www.leadershipsearch.com)