



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.



TITLE: Executive Director

ORGANIZATION: The Stride Center

LOCATION: Oakland, CA

REPORTS TO: Board of Directors

MISSION

As a social enterprise addressing poverty in our community, The Stride Center's (www.stridecenter.org) mission is to empower men and women facing barriers to employment to achieve economic self-sufficiency. The Stride Center 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 empowers students with the credentials, skills, behaviors, perspectives, professional networks, and confidence which will not only have a lasting impact on them, but also their families, friends and communities. The Stride Center 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.

A nonprofit social venture, The Stride Center has a deep and transforming social impact. Nearly 60% of graduates of The Stride Center'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. Stride Center graduates start out earning an average of \$16 per hour in entry level positions and advance to earning \$20-40 per hour, changing their lives and leading by example.

Graduates of The Stride Center have a larger benefit community-wide when they become employed professionals, expanding their financial horizons and being active community participants. They achieve self-sufficiency through prosperous, vibrant and meaningful careers.

ABOUT THE OPPORTUNITY

Reporting to The Stride Center's board of directors, the Executive Director is responsible for the organization's consistent achievement of its mission and financial 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 interactions with colleagues and external entities. Furthermore, s/he will have both a strategic and hands-on approach to leadership and operations, be adept at analysis, business planning and forecasting, and be committed to The Stride Center's mission.

Responsibilities

Organizational Leadership and Management

- Serve as a compelling spokesperson for Stride Center's vision, strategy and programs among board, staff, donors and other key stakeholders and 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

Program Development and Delivery

- Keep abreast of current and emerging issues in workforce development, guiding The Stride Center to respond effectively with curriculum and supportive services
- Able to 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
- Prepare regular financial and organizational reports for the Board of Directors

Community Relationships and Partnership Development

- Develop strategic alliances with organizations to advance The Stride Center'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

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
- 7+ 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
- 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 The Stride Center
- 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

Skills:

- Outstanding oral and written communication skills, ability to publicly advocate on behalf of The Stride Center 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

Education:

- A bachelor's degree is required

Preferred:

- Experience in workforce development preferred. Working with justice-involved communities is a plus
- 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 The Stride Center. 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, with "Stride_ED" in the subject line. Applications will be accepted through Friday, May 18th, 2018.

Inquiries may be made, in confidence, to Search Consultant Scott Staub at 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