

MORRIS & BERGER

Position Description

PRESIDENT & CHIEF EXECUTIVE OFFICER

GROWING INLAND ACHIEVEMENT (Rancho Cucamonga, CA)

GROWING INLAND ACHIEVEMENT:

Growing Inland Achievement (GIA) is a bi-county collective impact collaborative of top leaders in education, business, and civic sectors who are committed to working together in new and innovative ways to achieve economic success through increased educational attainment in the Inland Empire.

The Inland Empire is one of the most populous regions in California, with 4.5 million people, yet its students are less likely to earn college degrees. According to recent data from College Futures Foundation, for every 1,000 high school freshmen in the Inland Empire, only 151 will complete an undergraduate degree. The regional poverty rate is 17.5%, and the median household income is \$56,087, according to Data USA.

GIA plans to create an organizational structure that facilitates coordination across the hundreds of organizations in the Inland Empire in order to fully realize the collective impact to achieve their educational and economic goals. GIA has established a structure that will evolve into a self-sustaining, independent nonprofit organization whose mission will be to bring the work to scale long-term. Starting with a \$5 million Governor's Innovation Award in Higher Education secured by California State University, San Bernardino (CSUSB), in partnership with the University of California, Riverside (UCR), Inland Empire Economic Partnership (IEEP), San Bernardino and Riverside County Superintendents of Schools, OneFuture Coachella Valley, and other stakeholders on behalf of the region, GIA is committed to building a cross-sector collaborative that creates a well-educated workforce, thriving communities, and a vibrant economy.

GIA has created an influential and high profile Governing Board comprised of education and nonprofit leaders in the Inland Empire who are dedicated to the vision and mission of the organization. To learn more about the Governing Board visit: <http://inlandempiregia.org/gia-governing-board/>.

Vision

By 2035, San Bernardino and Riverside Counties will be widely recognized for a well-educated workforce, thriving communities, and vibrant economy that create prosperity for all.

Regional GIA Goals

- Align educational policy and initiatives regionally via a bi-county cradle-to-career collective impact model.

- Increase college preparedness, particularly in math, resulting in a 20% reduction in the number of students requiring remediation at matriculation from high school to college within 5 years.
- Increase baccalaureate attainment by 15% across the two counties within 5 years.
- Increase the number of students completing the baccalaureate degree in 6 years or less by 10% across the two counties within 5 years.
- Improve career preparedness through strengthened partnerships with industry to better align education with workforce development needs.

For more information please visit: <http://inlandempiregia.org/>.

RESPONSIBILITIES:

The Founding President & CEO will be responsible for leading and advancing the organization's vision, strategic initiatives and priorities. Reporting to the Governing Board, the President & CEO will work in collaboration with area nonprofit, for profit and public sector partners to create and implement the strategy for GIA to meet its goals and objectives. As the primary driver of this effort, the President & CEO will be expected to lead, manage, and coordinate all of GIA's activities and is charged with charting the course for all future initiatives. This includes elevating the organization's presence and recognition both locally and nationally, expanding programming, collaborating with partner organizations, and increasing fundraising.

Specific responsibilities will include:

- Articulate the vision and strategic direction of GIA. Work with the Board, staff, and other stakeholders to build the needed infrastructure and team to execute on that vision.
- Build GIA's organizational and staff capacity as a backbone supporting key collective impact functions: developing a common agenda across segments of education and business, civic and community sectors, establishing a system for shared accountability and measurement, fostering collaboration at every level of partnership, supporting mutually reinforcing activities among all partners and continuously communicating strategies and progress on common activities.
- Establish evaluative goals and metrics to measure the overall effectiveness of the organization and its objectives.
- Expand fundraising from all sources (individuals, corporations, foundations, and government agencies). In collaboration with the Board, identify and cultivate potential donors. Create a fundraising strategic plan to sustain and grow the program and establish new relationships with prospective donors.
- Garner support and engagement with the mission of GIA by increasing awareness and visibility of the organization in the nonprofit, for profit, and public sectors.
- Serve as the primary spokesperson for GIA in order to promote the mission by clearly articulating its goals and impact on the community.

- Work to advance Board capacity and effective decision making by promoting proactive Board development and communicate effectively by providing them with timely and accurate information.
- Lead staff members to strengthen and support the goals of the organization by creating a work environment that attracts and retains top talent.

DESIRED TRAITS AND CHARACTERISTICS:

The successful candidate will be an entrepreneurial, innovative, forward-thinking professional who is confident leading a collaborative multi-dimensional initiative. Comfortable working in a start-up environment, the President & CEO must be strategic, seeing the big picture, identifying opportunities, and marshaling resources. He/she will be a compelling, credible leader who can move an organization forward by inspiring and motivating people while being an active and intuitive listener who builds genuine relationships. The successful candidate will be an enabler and facilitator for whom the ownership of ideas is less important than achieving the best results from a collaborative effort. The successful candidate will demonstrate an understanding of the collective impact approach to achieving community-wide results and a proven record of leading systems change efforts.

He/She should be a natural relationship-builder with executive presence and the ability to interact effectively and professionally at all levels. The President & CEO must have gravitas, a comfort with public visibility and be a persuasive public speaker, projecting energy and enthusiasm. Strong interpersonal skills with a collaborative, engaging, energetic, and motivational style are expected. Candidates should demonstrate a knowledge of fund development and have experience working with a variety of funding sources including government agencies, foundations, corporations and individual donors. He/She should be politically savvy and confident navigating the for profit, nonprofit, and public sectors, garnering support from all three areas for this collective impact initiative.

CAREER PATH LEADING TO THIS POSITION:

Qualified candidates can come from a variety of professional backgrounds including the nonprofit, for profit or public sector. Demonstrated leadership experience is essential. Ideally, the President & CEO will have worked closely with nonprofit Boards. The successful candidate will be a dynamic and forward-thinking individual who has shown success in building widespread support for an organization through collaborative efforts with internal and external stakeholders. While an understanding of the Inland Empire would be a plus, candidates who have worked in regions with similar demographics would also be encouraged to apply. Although we anticipate that many candidates will have experience leading organizations, senior level leaders who aspire to be a President & CEO will also be considered. Above all, candidates must embrace the GIA mission and be passionate about improving education levels and work force development for the region.

EDUCATION:

A Master's degree is required or other advanced degree.

COMPENSATION:

Annual compensation will be competitive and relocation assistance, if needed, is negotiable.

TO APPLY:

Please direct inquiries, nominations, and applications, including resume and a letter of interest in confidence to:

Jay V. Berger
Morris & Berger
500 North Brand Boulevard, Suite 2150
Glendale, CA 91203
Telephone 818-507-1234 – Fax 818-507-4770
mb@morrisberger.com
Electronic submission is encouraged.