Chief Equity Officer

POSITION DESCRIPTION

Thrive Chicago seeks to hire a Chief Equity Officer to partner closely with Youth Guidance and the Obama Foundation’s My Brother’s Keeper initiative to maintain the momentum of Chicago’s MBK Action Plan for Boys and Young Men of Color (BYMOC), help achieve the deliverables of the Thrive-Youth Guidance two-year grant with the Obama Foundation, and be a champion for equity in Chicago’s youth serving ecosystem.

01 BACKGROUND

Thrive Chicago (www.thrivechi.org) creates collaborative networks of people and data that drive innovation so all of Chicago’s young people can Thrive.

Thrive deploys a set of four key capabilities:

• Convening and connecting public and private partners in the youth sector
• Elevating research and data that identifies the city’s areas of greatest need and best practices to address those needs
• Co-designing innovative solutions with community partners
• Strategizing to systemically fund the most impactful solutions

Since 2016, Thrive has driven a citywide strategy focused on improving outcomes for Chicago’s Opportunity Youth (OY), or 16-24-year-olds who are out of school and out of work. More recently beginning in 2018, Thrive is focused on driving data- and expert- informed strategies for BYMOC in partnership with Youth Guidance and the Obama Foundation My Brother’s Keeper Alliance, particularly as they seek to transition from high school to postsecondary opportunities.

02 IMPROVING OUTCOMES FOR BOYS AND YOUNG MEN OF COLOR

Citywide MBK Action Plan

As a senior member of Thrive’s team, the Chief Equity Officer will report to the President and Chief Impact Officer and work closely with Thrive’s key partners Youth Guidance and the Obama Foundation to maintain the momentum of the broader Chicago MBK Action Plan. Core responsibilities include but are not limited to:

• Play a key role in the facilitation and coordination of collective efforts to support the advancement of the MBKA mission in Chicago
• Continue to mobilize the MBK Working Group that consists of Youth Guidance, MBK “seed grantees” along with other exemplar, evidence generating programs that deliver meaningful outcomes for BYMOC and city agency leaders
• Ensure that the Action Plan is relevant to boys and young men of color and is an effective organizing mechanism for a citywide focus on BYMOC outcomes
• Provide updates to the Thrive Board and Leadership Council, as well as the Obama Foundation and Youth Guidance leadership teams, on the status of the MBK Action Plan
• Cultivate and strengthen partnerships that will support and further advance the cradle-to-career framework (six milestones) of My Brother’s Keeper in Chicago
MBK Community Challenge Impact Grantee

Thrive, in partnership with Youth Guidance, was awarded the MBK National Impact Community grant by the Obama Foundation. As part of this two-year effort, Youth Guidance will deepen the impact of its signature and evidence-based Becoming a Man (BAM) program on Chicago’s South Side and Thrive will take the lead in working to create a citywide infrastructure to guide young people to success, leveraging our work to date focusing on opportunity youth, postsecondary and employment outcomes. Given the close partnership with Youth Guidance as an MBK Community Challenge Impact co-grantee, the role will be specifically responsible for supporting strategies aimed at increasing the number of Chicago’s BYMOC achieving their college and career goals that are outlined in the joint grant submission over the next two years. For this responsibility, the Chief Equity Officer will serve as the liaison to the Obama Foundation with the following core responsibilities: 1) Program * Delivery 2) Collective Impact Coordination & Facilitation 3) Obama Foundation/MBK Alliance Process Oriented Requests 4) Evaluation & Reporting Support. Additionally, the role will serve as a thought partner to the Executive Director and Program Staff and a key point of contact for the MBK Alliance Portfolio Manager.

* Please note: “Program” here relates to delivering on the expected activities of the grant, not delivering Youth’s Guidance Becoming a Man program.

Program *Delivery:

- In partnership with Youth Guidance, serve as the project manager concerning the implementation of the pilot program as outlined in the grant proposal. This includes facilitating service providers as part of the pilot postsecondary program plan developed. The role will also manage the development of the Chicago BYMOC Impact Report in Years One and Two
- Maintain close communication with partners, program participants, and staff to quickly identify areas of improvement and/or opportunities for course correction

Collective Impact Coordination & Facilitation

- Serve as the primary point of contact for each partner organization or stakeholders involved in the collective impact effort to advance the program delivery as outlined in the grant proposal
- Establish and maintain effective and cooperative professional relationships with all levels of stakeholders, including key partners and the Obama Foundation

Obama Foundation/MBK Alliance Process Oriented Requests

- In partnership with Youth Guidance, coordinate with the assigned MBK Alliance Portfolio Manager to fulfill requests related to grant management and general Obama Foundation policies and processes
- Participate in a series of approximately one to three national training and development sessions annually

Evaluation and Reporting Support

- In partnership with Youth Guidance, support data collection and management efforts aligned to the Evaluation Plans development for the Impact Grantee
- Participate in meetings with MBK Alliance and its designated contractors related to the evaluation of the proposal and the associated program implementation

03 CHAMPIONING CHICAGO’S LONG TERM EQUITY FOCUS

While a focus on boys and young men of color is paramount given today’s landscape and the opportunity to partner with Youth Guidance and the Obama Foundation over the next two years, a Chief Equity Officer’s ongoing role as a senior member of the Thrive team will be to continuously bring awareness and mobilize on behalf of all target youth population who face citywide equity gaps. This includes, for example, helping to support the Thrive team members in driving a strategy for female opportunity youth who face barriers in college and on the job according to the goals set by Thrive’s Opportunity Youth Working Group. The Chief Equity Officer will be instrumental in driving an equity focus across all Thrive’s portfolios in partnership with the entire Thrive team, partners, and Board and Leadership Council.
04 PERSONAL QUALITIES OF TOP CANDIDATES

- **Local Context & Connections:** Possesses an intimate understanding of the city and/or region in which the work will take place

- **Commitment to Equity:** Passionate about Thrive's vision of closing the opportunity gap and ensuring that every child, regardless of their background, reaches their full potential

- **Communication and Customer Service Skills:** Communicates clearly and compellingly with diverse stakeholders in both oral and written forms; anticipates and responds to customer needs in a high-quality and courteous manner

- **Adaptability:** Excels in constantly changing environments and adapts flexibly in shifting projects or priorities to meet the needs of a dynamic transformation effort; comfortable with ambiguity and non-routine situations

- **Focus on Data-Driven Results:** Relentlessly pursues the improvement of performance and is driven by a desire to produce quantifiable programmatic results

- **Innovative Problem-Solving:** Approaches work with a sense of possibility and sees challenges as opportunities for creative problem solving; takes initiative to explore issues and find potential innovative solutions

- **Teamwork:** Increases the effectiveness of surrounding teams through collaboration, constant learning and supporting others; sensitive to diversity in all its forms; respects and is committed to learning from others

- **Dependability:** Does whatever it takes to consistently deliver with high quality under tight deadlines; successfully manages own projects through strong organization, detailed work plans, and balancing of multiple priorities

05 QUALIFICATIONS

- Bachelor's degree from an accredited college or university required.

- At least 10 years of senior level related work experience, with community organizing and project management experience strongly preferred

- Previous exposure to or experience in government, non-profit, social impact, and/or K-12 education sector a plus

06 COMPENSATION AND BENEFITS

Salary and benefits will be competitive and commensurate with experience.

07 APPLICATION INSTRUCTIONS

Please submit a resume/CV and cover letter to info@thrivechi.org with YOUR LAST NAME and “Chief Equity Officer” in subject line. We will review applications on a rolling basis, so it is to your advantage to apply as soon as possible.

Thrive Chicago believes in equal employment opportunities for all, regardless of color, religion, sex, national origin, disability or any other legally protected classification. Thrive’s policy is to hire and promote the most qualified applicants and to comply with all federal, state and local equal employment opportunity laws.