



SOUTH LOS ANGELES TRANSIT **EMPOWERMENT** ZONE

A Project of Community Partners

Executive Director Profile

THE SOUTH LOS ANGELES TRANSIT EMPOWERMENT ZONE

The South Los Angeles Transit Empowerment Zone (SLATE-Z), a federally designated Promise Zone, is a historic and diverse partnership of 71 public, private, and community-based agencies working together to move residents to economic opportunity. Established in 2014, SLATE-Z was designated as a Federal Promise Zone in June 2016 by the U.S. Department of Housing and Urban Development (HUD). As a place-based initiative, SLATE-Z is home to nearly 198,000 residents in parts of Vernon Central, South Park, Florence, Exposition Park, Vermont Square, Leimert Park, and a small portion of the Baldwin Hills/Crenshaw neighborhoods.

SLATE-Z's comprehensive collective impact strategy intersects jobs, workforce development, education, public safety, and transit to tackle the 46% poverty level in the area, which is one of the highest urban poverty rates in the nation.

SLATE-Z has an operating budget of \$1.1 million, 3 full-time employees and 5 AmeriCorps VISTA staff (yearly rotating positions). The current funding sources include: 20% government; 60% foundations, and 20% corporate philanthropy. SLATE-Z is based at the campus of its lead agency, Los Angeles Trade Technical College (LATTC). Fiscal sponsorship is provided by Community Partners (communitypartners.org), which fulfills an integral component of the management structure. SLATE-Z's Steering Committee is responsible for overall governance and strategic direction and is comprised of LATTC senior staff, representatives of elected officials, local government agency staff, local university partners, and community-based organizations that are focused on service delivery, advocacy, and resident organizing. There are five issue-based Work Groups comprised of members of the Steering Committee and Implementation Partners. Work Groups are responsible for recommending priorities and implementing activities in the areas of Education, Employment, Economic Development, Public Safety and Transportation.

The Ideal Executive Director Candidate

SLATE-Z seeks a passionate and outstanding entrepreneurial visionary leader who is knowledgeable of the South Los Angeles landscape. Candidates must possess the skills,

temperament and interpersonal skills needed to continue advancing SLATE-Z's ambitious goals. It is imperative that candidates are successful coalition builders who are community centered and results focused. A noted track record of promoting ideals of collaborative and mutually supportive relationships that strengthen efforts to develop jobs, grow economic opportunity, and create synergy is ideal. The selected candidate must be an inclusive leader who understands place-based change through collective impact efforts.

Key Priorities for Executive Director:

Top priorities identified by the Steering Committee and other stakeholders for the Executive Director include:

1. Continue the growth of SLATE-Z and increase sustainable organizational and fund development capacity.
2. Identify political and programmatic opportunities, in the five Work Groups, and leverage them for the benefit of South Los Angeles.
3. Enhance the visibility and celebrate the accomplishments of SLATE-Z in ways that attract more partner organizations, increases community engagement, and builds political influence for the collective good of South Los Angeles.
4. Expand the advocacy footprint through the work the five Work Groups.

Primary Responsibilities

- Serve as SLATE-Z's chief advocate for articulating the collective impact vision and promoting the work of the Partnership to enhance economic opportunity for residents in South Los Angeles.
- Provide strategic leadership for SLATE-Z's agenda in consultation with the SLATE-Z Steering Committee, staff, and stakeholders on major organizational decisions.
- Provide adaptive leadership that always models SLATE-Z's values, mission, and goals to reduce social inequities and poverty in South Los Angeles through effective community-centered collective impact strategies.
- Preserve and enhance strategic relationships with CBO's, government agencies, elected officials, philanthropy, and private sector partners.
- Continue to develop and implement plans to build the backbone organization's infrastructure and identify operational issues and opportunities to LATTC and the Steering Committee.
- In concert with relevant SLATE-Z Work Groups, develop an annual SLATE-Z work plan that includes service delivery alignment, fund development, and policy & legislative advocacy initiatives. Establishes key performance outcomes.

- Develop, recommend and manage SLATE-Z's annual operating budget as approved by the Steering Committee; Vigorously pursue and secure multi-year funding that sustains and grows financial resources to sustain the SLATE-Z Partnership's Backbone core support and program related efforts; and funds SLATE-Z operations and those of the five Work Groups.
- Oversee staff communications, relationships, grant reporting, and ongoing status of fund development efforts for the SLATE- Z backbone and partner organizations with the support of fiscal sponsor, Community Partners; direct the team's pursuit of time sensitive opportunities to access public and private funding resources for the SLATE-Z backbone operations and SLATE- Z partner organizations (e.g. COVID-19 relief funds, city, county, state and federal social justice initiatives, similar private sector funds, and philanthropic funds).
- Establish and maintain open and effective communication with Steering Committee members including Los Angeles Trade Technical College (LATTTC), partners, staff and HUD; manage strategies to implement timely reporting expectations, connecting work to vision, funder accountability, and making progress towards implementing SLATE-Z programs.
- Provide support and guidance to partner organizations in aligning resources to SLATE-Z's agenda (such as identification of federal grant opportunities that align to SLATE-Z's goals), in partnership with HUD and other funding partners while assisting and strengthening partnering organizations capacity to obtain funding that supports their individual programmatic objectives and enhances the collective impact of SLATE-Z.
- Recruit, lead, and manage the SLATE-Z team, contractors, and consultants essential to advancing the work of the Partnership as a respected, inclusive, accountable, and neutral convener among a broad spectrum of stakeholders.
- Support the development of SLATE-Z staff, ensuring a positive environment that supports their well-being, productivity, professional development, and retention; direct SLATE-Z staff in conducting proper oversight of AmeriCorps VISTA staff which includes approving bi-weekly status reports, quarterly Corporation for National and Community Service (CNCS) reports and all other reporting requirements for the management of the CNCS program.
- Direct SLATE-Z's staff support for the Work Groups and serve as a key human capital resource to strengthen and support their initiatives.
- Provide periodic written updates to the Steering Committee that include successes, challenges and areas that need course correction.
- Work with HUD, USC, and other relevant partners to implement a holistic evaluation strategy for SLATE-Z; Oversee the work of data managers and/or contractors.

- Approve various requests and perform administrative functions to ensure an efficient and high performing organization.
- Perform other duties and responsibilities as needed or assigned.

Required Qualifications

The candidate must demonstrate a commitment to and alignment with SLATE-Z’s mission, goals, and collective impact approach. Additionally, the successful candidate will be able to demonstrate:

- At least 8-10 years of relevant work experience, including managing teams in a nonprofit, social enterprise, public sector, or business enterprise;
- Knowledge of the issues confronting residents of South Los Angeles; a proven coalition builder with credibility in South Los Angeles;
- Proven leadership abilities marked by being innovative, collaborative, decisive; and possess a reputation for getting things done;
- Strong interpersonal skills that reflect honesty, integrity, respect, inspiration and teamwork;
- Experience in all aspects of fund development, including grant development, unrestricted fundraising, government contracts and individual and corporate solicitation;
- Outstanding interpersonal and relationship development skills;
- Strong communication skills, including the ability to inspire confidence and passion with both internal and external audiences;
- Advanced planning skills, including an ability to think strategically on both organizational and systemic levels over multi-year horizons;
- Strong budgeting and financial management skills;
- Demonstrated creditability with the Southern California funder community as well as creditability with the elected officials representing South Los Angeles
- Strong facilitation and presentation skills before multiple types of audiences;
- Experience with complex stakeholder and project management; and
- Patience, a sense of humor, humility and willingness to be a “servant leader” to inspire the SLATE-Z backbone team and to facilitate full participation and leadership by partners.

Desired Qualifications:

- Strong experience as a leader in managing teams;
- Extensive background working with public officials at the city, county, state, or federal levels;
- Advanced degree in policy, education, business or related field; and,
- Experience working with South LA stakeholders and familiarity with the local area and the issue areas of the initiative (Jobs, Economic Activity, Education, Public Safety, Transportation Access/Infrastructure).

COMPENSATION AND BENEFITS

SLATE-Z offers a competitive salary and employment benefits package commensurate with qualifications and experience.

The position is open until filled. First consideration will be given to applications received by **December 11, 2020**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to The Hawkins Company, 8939 South Sepulveda Blvd. #110-216, Los Angeles, CA 90045: slatez.ed@thehawkinscompany.com The letter of interest should outline why you are interested in joining SLATE-Z and your relevant accomplishments.

Confidential inquiries are encouraged and can be directed to: Bill Hawkins, 310-348-8800, bill@thehawkinscompany.com; Ms. Brett Byers, 323-403-8279, brett@thehawkinscompany.com and/or Todd Hawkins, 213-300-9342, todd@thehawkinscompany.com.

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SLATE-Z provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetics or status as a veteran. In addition to federal law requirements, SLATE-Z complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities.

