

CAREER OPPORTUNITY:

**Community Impact Officer
Health and Well-Being and Essential Needs**

Posted: 2/20/2026

Application Deadline: 03/09/2026

- To apply, please send a cover letter and resume to careers@unitedwaydm.org
- For more organizational information, please visit www.unitedwaydm.org

Organizational Summary

For more than a century, United Way of Central Iowa (UWCI) has played a unique role in bringing together people and organizations from every corner of central Iowa to create and implement initiatives that address the community's most pressing needs. UWCI has purposely leaned into its expertise and has sought out the expertise of others in the community to ensure lasting impact. Growth and adaptation plus tried-and-true strategies are helping the organization to dig deep and foster an equitable, engaged, and empowered community.

Today, UWCI has 50 employees and is dedicated to authentically engaging nonprofits, businesses, elected officials, community leaders, and those with lived experiences to collaborate and implement long-lasting solutions. UWCI remains committed to building upon its work to eliminate barriers and challenges for all central Iowans. Our overall strategy – United to Thrive – creates an imperative that all individuals in the community should not just survive but thrive. The United to Thrive five focus areas include Essential Needs, Early Childhood Success, Education Success, Economic Opportunity, and Health and Well-Being. See the link above for more information about our organization.

Position Summary

The Community Impact Officer advances United Way's mission of improving lives by leading the strategic alignment of program investments, community partnerships and community initiatives within the primary areas of United to Thrive: Health & Well-Being and Essential Needs. To successfully oversee and lead the Health and Well-Being and Essential Needs work and strategies, the ideal candidate will have subject matter expertise and community-level experience in Health & Well-Being and Essential Needs, primarily in the areas of housing stability, food security, and physical and mental health needs, and knowledge of the broad array of systemic barriers related to these elements. This position works in a highly collaborative team environment focused on established organizational structure, practices and procedures and must develop and maintain multiple

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community stakeholder relationships including investment cabinet members and funded partners to advance and support the outcomes of investments and strategies. This position is one of two Community Impact Officers focused on the five elements for a thriving community. Three to five years' experience in directly managing others is necessary. This position incorporates the organization's strategic imperative around equity within areas of responsibility.

We offer a full benefits package and a hybrid work schedule of 3 days in the office and 2 days remote after 90 calendar days of employment for this full-time position. The starting salary range is \$80,000 – \$88,000 depending on relevant experience. We're committed to building an inclusive team; we invite candidates of all backgrounds to apply.

Essential Accountabilities Include (but not limited to):

- Oversee and manage community impact program investments and strategies in the United to Thrive elements of Health and Well-Being and Essential Needs.
- Proactively identify community needs, issues and trends aligned with United to Thrive strategies by listening to and equitably engaging with funded partners and relevant community stakeholders.
- Analyze and monitor relevant community and programmatic data to recommend strategies and measure outcomes of investments.
- Lead the development and effectiveness of the applicable UWCI investment cabinets in conjunction with the investment cabinet chairs.
- In close collaboration with the Senior Community Impact Officer and other UWCI team members, determine organizational participation in community initiatives, convenings and coalitions to ensure strategic alignment with United to Thrive strategy and outcomes.
- Act as the organization's subject matter expert in Health and Well-Being and Essential Needs and provide appropriate level of participation and support in critical community issues and systems level change initiatives.
- Actively engages and participates in a robust UWCI investment process.
- Collaborates with applicable affinity donor group directors aligned with the United to Thrive elements and supports the investment committees in funding decisions as needed.
- Directly manage and guide the work of the Community Impact Manager for successful execution of the community impact work in the assigned areas.
- Ensures applicable grants awarded to UWCI are executed in compliance with grant requirements.

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- Work collaboratively across the community impact team to analyze data and grants proposals, advance advocacy efforts and contribute to community engagement initiatives.
 - At the leadership of the Senior Community Impact Officer, engage in the collaborative work of the five elements as applicable.
 - Actively participates and/or leads collaborative teams within Community Impact and across the organization to advance the strategies of United to Thrive and organizational goals.
 - Aligns behavior and work with UWCI's Code of Ethics and Organizational Values.

Competencies Required:

- **Consensus Building:** Ability and willingness to interact with others from diverse backgrounds and populations resulting in group solidarity or an agreement or solution.
- **Equity Understanding:** Ability to incorporate the organization's equity strategies into areas of accountability.
- **Relationship Skills:** Ability to establish and maintain positive and professional relationships with community members, stakeholders and coworkers.
- **Management skills:** Ability to supervise and motivate team members to achieve desired outcomes by setting goals and expectations that deliver results.
- **Critical thinking skills:** Ability to objectively and rationally analyze information, question assumptions, identify logical connections, and draw well-reasoned conclusions.
- **Decision Making:** Ability to evaluate information and select an effective suitable course of action using sound judgment.
- **Technical aptitude:** Ability to understand and build expertise in human services and in the assigned area of organizational work.
- **Initiative:** Ability to act and take steps to solve or settle an issue or problem.
- **Project Management:** Ability to plan, organize, direct and monitor asks to meet specific goals
- **Communication skills – Verbal:** Ability to send considerate and appropriate verbal messages and listen to others' response to convey information. This includes the ability to present information to both individuals and groups in a meaningful and engaging manner.
- **Communication – Written:** Ability to write concise, clear letters, reports, articles, or emails including proofing and editing work.
- **Presentation Skills:** Ability to effectively present information to a group.
- **Ambition:** A high level of drive, initiative and eagerness to meet work goals and broaden skills.
- **Adaptability:** Ability to adapt to changing workplace and community conditions.

Education:

- College degree preferred, in human services or related field considered. Extensive experience may be considered in lieu of some education.

Experience:

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- Five to eight years' experience in a nonprofit management or leadership role related to the position's area of focus in the United to Thrive strategies of Health and Well-Being and Essential Needs.
 - Three to five years supervisory experience.
 - Proven success working in a highly collaborative and team-oriented culture.
 - Experience with computers and Microsoft Office applications; internet literate.
 - Experience in community-level planning, collaboration and organization.
 - Knowledge and awareness of systemic barriers in Health and Well-Being and Essential Needs.
 - Knowledge of human service system.

United Way is an equal opportunity organization and all qualified applicants for employment or contract assignments will receive consideration for employment without regard to race, religion, skin color, gender, national origin, ethnicity, sexual orientation, gender identity, physical or mental abilities, genetic information, pregnancy, disability, age, family or marital status, veteran status or other characteristic protected by applicable. United Way of Central Iowa will consider qualified candidates with criminal histories in a manner consistent with the role requirements and any applicable local, state, and Federal law. If you are a job seeker with a disability, or are assisting someone with a disability, and require accessibility assistance or an accommodation to apply for one of our jobs, please call 515-246-6516.