

POSITION PROFILE

# Chief Community Impact Officer

## United Way of Central Iowa

Des Moines, IA





# ABOUT UNITED WAY OF CENTRAL IOWA

Since 1917, United Way of Central Iowa (UWCI) has served as a trusted convener of philanthropic efforts in the Greater Des Moines region, bringing together individuals and organizations from every corner of central Iowa to create and implement initiatives that address the community's most pressing needs.

Today, UWCI has grown beyond being an organization that simply provides funds to other nonprofits. It has evolved to a strategic focus on systems, collective and programmatic impact to where we are today and the strategic imperative to address critical community issues at their root causes to build a thriving community.

In central Iowa, there are many critical challenges that people face, and in many cases those challenges are more pronounced based on factors such as race, ethnicity, disability, birthplace, and more. These are factors that should not negatively impact a person's ability to thrive, yet they often do. In addition, nearly 1/2 of central Iowans are not financially stable with 35% of households below the ALICE (Asset Limited, Income Constrained, Employed) threshold and this percentage continues to rise. (For more information about ALICE, click [here](#)). Moreover, in 2023, 1 in 4 central Iowans visited a food pantry, and of those visitors, most were a part of central Iowa's essential workforce. Thus, UWCI is focused on empowering future generations of families experiencing the greatest need by getting to the root causes of the issues – poverty.

## MISSION

Improve Lives By Uniting The Caring Power of Community

## VISION

Engage Community to Empower All

## CORE VALUES

Compassion; Integrity;  
Community Engagement;  
Responsiveness; Striving for  
Excellence



UWCI is uniquely positioned to lead and support addressing the challenges the community faces and systemic issues that create inequities. UWCI is also purposely nimble and responsive in its approaches to serving and working within the community to focus on not only meeting basic needs – but on **growing, prospering, and thriving**.

UWCI has 61 employees with total net assets at approximately \$35 million, and is dedicated to authentically engaging nonprofits, businesses, elected officials, community leaders and those with lived experiences to collaborate and implement long-lasting solutions. The Chief Community Impact Officer reports directly to the UWCI president and is a member of the senior leadership team with four other members. The entire UWCI team and Board share responsibility in fulfilling its mission and are specifically committed to thinking and acting in a way that is accountable to the advancement of the mission and equity in central Iowa for many years to come.

### Community Partnership with a Focus on Equity

United Way of Central Iowa’s work has been guided by its strategic imperative **UNITED to THRIVE**. UWCI has been exclusively driven by a shared vision of building all of its work and engagement with equity at the center. For more information about how UWCI is incorporating equity into the organization click [here](#).

**UNITED to THRIVE** emphasizes equity as a key component to inform intentional strategic and resource investment decisions. Investment decisions are made based on the advice and direction of volunteer advisors and community experts in the **5 Elements of a Thriving Community: Essential Needs, Early Childhood Success, Education Success, Economic Opportunity, and Health & Well-Being**. For each of the five elements, UWCI has identified a dashboard of metrics and measures, which are used to set goals, measure impact, and track progress over time.



KOYA PARTNERS  
DIVERSIFIEDSEARCHGROUP

Chief Community Impact Officer, United Way of Central Iowa | 3





Through initiatives that extend UNITED to THRIVE's reach into specific communities, UWCI is showing up - to collaborate, dialogue and build trust. UNITED to THRIVE also serves as a framework for targeted impact and a call to action to donors, volunteers, and advocates to unite to create a thriving community for everyone.

UWCI is seeking a new Chief Community Impact Officer who is passionate about the 5 Elements of a Thriving Community with equity being at the center. UWCI believes that equity means every person has access to resources and opportunities based on their specific needs and aspirations, which empowers them to thrive long-term. To view UWCI's **2024 Community Report**, click [here](#).

LEARN MORE ABOUT  
UNITED WAY OF CENTRAL  
IOWA [HERE](#).

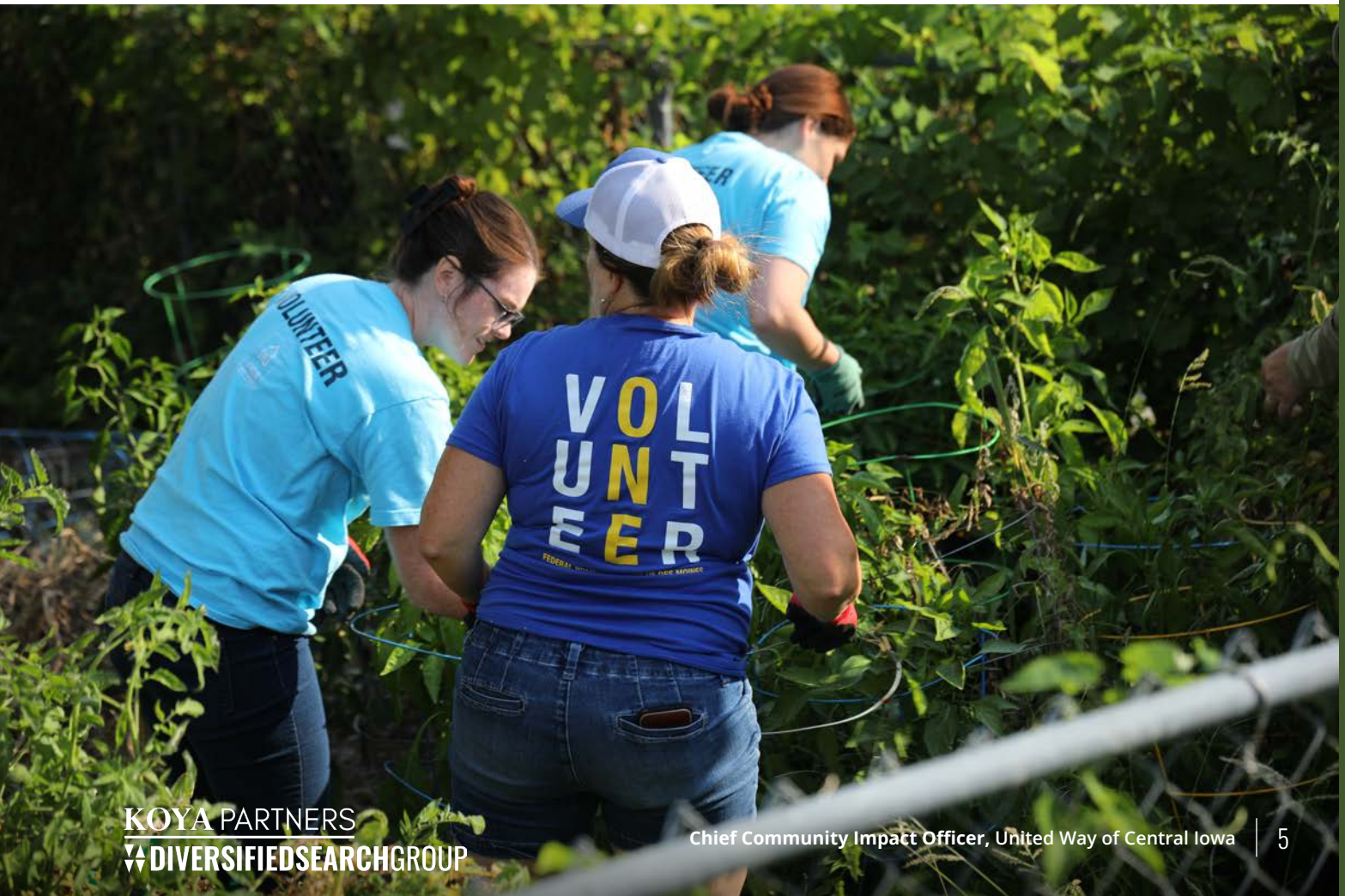


# THE OPPORTUNITY

United Way of Central Iowa finds itself in an exciting period of growth and is committed to activating its convening power to advance its mission and work *within* community.

UWCI is seeking a compassionate and experienced leader with a community mindset to join its senior leadership team as the next Chief Community Impact Officer (CCIO). This leader will define UWCI's role in the community, establishing both short- and long-term milestones to achieve the organization's and department's impact goals based on data, a solid community-informed framework, constituent input, and strategic maps.

The CCIO will advance UWCI's mission of improving lives by leading community engagement and managing United Way resources to execute on the organization's UNITED to THRIVE strategies. This leader will be focused on strategy and systemic solutions and proactively work with volunteers, community partners, government, labor, faith-based organizations, residents, and staff in visioning, identifying the strategies, and executing UWCI's intentional role in community-building activities. The CCIO position will be central to discussions around critical community issues.



Overall, the CCIO is responsible for ensuring that the organization’s community efforts are impactful, sustainable, and aligned with its values and mission. Key responsibilities include, but are not limited to:

- Inspire staff to meet the organization’s community-based strategies, mission, vision, and values.
- Articulate the need and the impact of the work to show measurable change in the 5 Elements of a Thriving Community.
- Lead and/or actively participate in community engagements and collaborations that prioritize energy toward critical conversations that advance the accomplishment of UNITED to THRIVE.
- Manage and support the team to be actively engaged as key liaisons in the community.
- Enhance and maintain relationships essential to systemic community change for measurable results.
- Oversee the team’s measured outcomes showing the success of UWCI investments and strategies. This includes continuous evaluation and tracking of key indicators and performance-level data in the UNITED to THRIVE focus areas.
- Keep abreast of emerging trends and best practices in community engagement and impact, constantly learning and sharing about the newest research, current trends, happenings in the community around specific issue areas, and successful community development models in other parts of the country (i.e., homelessness, youth violence prevention and food insecurity areas).
- Oversee a multi-million-dollar budget and ensure donor contributions are invested in a manner that measurably improves community conditions in the UNITED to THRIVE focus areas.





# CANDIDATE PROFILE

We recognize that there is a spectrum of personal and professional lived experiences that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

## **A Commitment to Diversity, Equity & Inclusion and the Mission of UWCI**

The CCIO will bring an established community mindset with a passion for the purpose and mission of UWCI. They will have an appreciation for working in partnership and service with the broad community with an emphasis on diverse populations, treating others with respect regardless of 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 law. The CCIO will have the ability to build consensus around goals for how United Way and the community should work together, creating a vision that energizes others to commit and invest. This inclusive leader will feel a strong desire to build collective knowledge around equitable practices that will drive internal and external positive change.

## **Collaborative Leader of High-Performing Teams**

The CCIO will have emotional intelligence with a proven track record in leading and building high-performing teams. The ideal candidate will excel at bridging gaps and communicating effectively to ensure alignment with the organization's vision and programmatic goals. They will foster a collaborative and inclusive environment, empowering team members to reach their full potential and drive exceptional results. With a focus on transparency, empathy, and continuous improvement, this leader will adeptly navigate complexity, manage conflict, inspire innovation and productivity across the organization. They will be passionate about inspiring teams to achieve measurable outcomes while also coaching, developing and mentoring staff.

## **Impact Analysis and Outcomes Focused**

As a results-oriented leader, the CCIO will consistently analyze current and changing social issues and community voice to determine their implications for UWCI's strategic direction. They will bring a firm understanding of the intricacies of community partnership building and how to monitor key indicators, evaluate engagement, and track performance-level data to demonstrate impact, areas of opportunity and room for improvement. Additionally, they will identify comprehensive strategies that can be framed as integrated solutions to community issues, working cross-functionally with subject matter experts, partner organizations, business leaders, elected officials, volunteers and others to create capacity that resonate with community and investor aspirations.

## **Authentic Relationship Builder and Effective Communicator**

The CCIO will have the ability to influence and build trust internally and in community through evidence-based information, political savvy, and networking. The CCIO will articulate UWCI's UNITED to THRIVE strategic focus areas in ways that are understandable and appropriate for various venues to impact and mobilize community will for transformational change. This leader will establish rapport across UWCI and cultivate relationships at all levels of the organization while maintaining high ethical standards. They will demonstrate a proactive, positive, open, and effective communication style. The CCIO will be a trusted and responsive partner, naturally embracing opportunities to elevate UWCI's visibility, mutual respect in community and UWCI's relevance in solving critical systemic issues.

## Strategic Thinker, Planner and Resource Manager

As a strategic partner to the President of UWCI, senior leadership team, staff, Board and community partners, the CCIO will be a forward-looking leader with an appreciation for efficient resource management, community development and cross-functional action planning that builds on the talents of the community impact team. This includes being nimble while also determining short- and long-term objectives, allocating resources according to strategic priorities, and effectively utilizing personnel to meet goals and milestones.

### In addition, strong candidates will offer:

- 8-10 years of leadership experience, at least 5 of which are in a supervisory and leadership capacity in a team-oriented environment.
- Expertise in community development; community organizing; systems level change, legislative advocacy; politics/law/education; human services; non-profit leadership and organizational development and systems.
- Experience with research-based practices in human services and some understanding of local and national social issues, policies, and trends.
- Experience in nonprofit financial, grants management and budget analysis.
- Experience in advocacy and knowledge of the legislative processes are desirable.
- Conflict resolution, negotiation and mediation skills are a plus.

The description given is intended only to provide information about the general nature of the job and is not an all-inclusive list of the job duties, skills or abilities which may change from time-to-time.

United Way of Central Iowa is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ leaders. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions. The United Way of Central Iowa reserves the right to review each requested accommodation and determine if such poses an undue hardship.-





# LOCATION, COMPENSATION & BENEFITS

This is a full-time, hybrid work environment. The successful candidate must be based in central Iowa. The annual salary for this role will be based on a range, starting at \$150,000 - \$175,000, and will be commensurate with the successful candidate's skills and experience. UWCI also offers a generous benefits package. As a senior leader of the organization, the flexibility to adapt schedules to meet business needs is necessary.

## CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Tiara D. Muse and Dina Tyler are leading this search. To express interest in this role, please submit your materials by filling out our Talent Profile [here](#).

All inquiries and recommendations will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

## ABOUT KOYA PARTNERS | DIVERSIFIED SEARCH GROUP

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

*Learn more about Koya Partners | Diversified Search Group via the [firm's website](#).*