

Director, Leader Development & Support

The HadaNōu Collective

Title: Director, Leader Development & Support

Start Date: Flexible

Benefits: Annual, full time (40 hours/week) salary \$90-105k with some flexibility for candidates with extensive relevant experience. Includes health, dental, and vision benefits (HNC covers full premiums for staff, 50% premiums for dependents). Options around platinum HMO / PPO plans (with HSA option), vested retirement with matching contributions. Unlimited time-off. Opportunities for significant performance pay increases. Hybrid.

HOW TO APPLY

Please submit your resume and written responses to the following questions (maximum of 3 pages total):

- What is most compelling to you about HNC or our approach?
- Why do you believe you would be successful in this role?
- The majority of leaders HNC works with are executive leaders of color, and they often experience unique challenges raising dollars and growing their organization as a result of many complex factors. Given this, please tell us a bit about why you're the right person to support leaders in navigating this complexity.
- What is your superpower? You may be good at many things, but what are you truly great at?
- What kind of workplace do you thrive in? What kind of workplace do you struggle in?

Please submit your application at <https://hncollective.org/careers>

Applications will be considered on a rolling basis. Position starts as early as June with room for flexibility and is a hybrid work environment based in Denver, CO.

The Mission for this Position

In this role, you'll be an integral leader of HNC's Boot Camp team. The purpose of Boot Camp is to provide results-focused leadership and capacity-building training and coaching for social impact leaders. (In short: you'll have the opportunity to work with some of the most incredible non-profit EDs in Colorado - and beyond! - to deepen their impact.)

The Director will support leaders and organizations throughout all areas of programming - this will include: recruitment, selections, onboarding, training, logistics, and evaluation. In particular, the Director will be able to use their lived experience as an organization leader to provide content expertise and coaching to Boot Camp leaders who need support from someone who has, in a sense, been where they've been. This person must be organized, conscientious, a skilled problem-solver, and enjoy getting to know leaders to understand their individual needs. This position is a great fit for someone who loves working with people *just as much* as they love the operational & logistical side of programming *and* is driven by a sense of purpose to create a more equitable society.

The Boot Camp program supports experienced leaders who are ready to take their organizations to the next level. Through your work, you will have a direct and significant impact on nonprofits (especially those led by leaders of color) by enabling organizations to access funding that would otherwise remain out of reach and providing training and coaching that will increase their effectiveness and impact.

Position Narrative

Overview

Your time will initially consist of learning the systems, processes, and tools we use to support leaders within our programming. You will then work with other staff members to manage these systems and work directly with a cohort of social impact leaders to ensure (1) that they feel supported and (2) that HNC is addressing their needs through coaching, training and other program improvements. You'll also work closely with other staff to expand our reach through building new training, creating new systems, engaging in outreach to more leaders, and expanding the support we offer.

In addition to the logistics and project management required in ongoing support of leaders who are at various stages of engagement with HNC (i.e. recruitment, onboarding, in program, or offboarding) - you'll also provide logistical support for any in-person gatherings (typically 5-15 individuals.)

Onboarding and Learning

We will provide a significant amount of onboarding and training, however, you will be expected to drive your own learning process. We are committed to consistent innovation and improvement of HNC's programming and, as someone who will be helping to manage leaders' day-to-day, you'll play a significant role in how this body of work evolves.

Experience

This is an ideal position for a former Executive Director (or CEO) who believes they can make the greatest impact by helping other organization leaders reach their full potential. We will certainly consider great candidates who have other experience, but all applicants must have an intimate first-hand understanding of the complexities of executive leadership. **In other words, whether or not you have held the *title* of CEO/Executive Director, what matters to us is that you can coach CEOs/Executive Directors by speaking from relevant first-hand experience.** The right candidate will be able to support leaders in navigating complex leadership and organizational problems because they've been there before.

Your Starting Point

Boot Camp is an established program but it's in our organizational DNA to continually iterate; you will *not* be creating a program from scratch and you won't be doing it all on your own. Because our training and coaching approaches have been through numerous "continuous improvement processes" and program evaluation cycles, we are very confident in their ability to produce results. However, we are also not rigidly wedded to our approach - we are looking for someone who is both eager to understand the intricacies of what has/hasn't worked about our approach and to push the quality of our work far beyond its current iteration. In the best case scenario, after several years HNC's programming will look different because of your contributions and our collaborative focus on creating the best experience possible for the leaders we work with. **We are committed to everyone on our team contributing where they feel the most fulfillment and have the strongest abilities - as a result, once you feel ready, you will have the ability to shape the direction your position will evolve into.**

Roles and Responsibilities

Supporting Leaders

1. Coaching and training leaders

- a. Assessing and analyzing the training needs of leaders through conversations and check-ins.
- b. Coaching and training leaders in areas HNC focuses on - including but not limited to: fundraising and revenue generation, staff and culture development, working with boards, managing time and attention, translating vision into action, project management, quality improvement processes, managing operational systems, and so on.
- c. In collaboration with other staff, developing new trainings according to the needs of leaders.

2. Guiding leaders throughout their experience with HNC

- a. Building warm relationships with leaders to understand their personal and organizational needs.
- b. Working with the broader team to recruit and select leaders using a comprehensive internal process.
- c. Onboarding and offboarding leaders within programming and supporting them throughout their experience.

Managing Process

3. Planning and implementing Boot Camp events

- a. Organizing and leading workshops, retreats, and other in-person events for Boot Camp.
- b. Managing the logistical and programmatic needs for Boot Camp - examples may include creating resources for participants, purchasing supplies, communicating with leaders, and developing event agendas.

4. Building and managing critical systems & processes

- a. With support of other team members, planning and managing multiple Boot Camp cohorts, annually.
- b. Managing internal systems to track program and leader priorities, progress, and results.
- c. Assisting in building and tracking a high quality pipeline of prospective participants.

Deepening Impact

5. Improving overall programming and contributing to the success of program goals

- a. Setting individual goals to deepen and improve your work.
- b. Developing and implementing creative and forward-looking approaches to supporting diverse community leaders that we might employ in future iterations.
- c. Collaborating with the Director of Research and Professional Learning to gather, clean, and analyze data to be used to improve the quality of HNC's programming.
- d. Consistently contributing in team reflections to ensure the continual improvement and growth of our impact.

6. Helping the organization with any and everything

- a. We're a small organization and no one (our Executive Director included) considers themselves above any kind of work - this could be anything from putting together IKEA furniture to grocery runs for trainings to ordering office supplies.

Other Important Stuff

HNC Overview

Vision (our imagined future)

Youth, families, and communities transform our systems & institutions to create a more equitable society.

Mission (what we're building)

HNC is a pathway for community-driven leaders to build high quality, sustainable, equitable institutions.

We believe that empowered community leaders are the most effective and profound force for reshaping our country into a more just, equitable, and humane society. In our work toward our mission, we have explored many different approaches including: creating new programs & organizations; supporting existing innovations; joining coalitions with other leaders; and building community-organized projects into high functioning organizations. Whatever we do, we do *with* communities—not *for* them.

These experiences have taught us that HNC's unique role is to create the conditions for leaders of social impact organizations to accelerate and deepen their impact.

Our Approach

If you want to become a teacher, there's a pathway for that (graduate school, teacher training programs, etc.). If you want to be a doctor, there's a pathway for that (medical school). But if you are a strong community-based leader, you could apply for an accelerator or fellowship program, but there's really no complete pathway to becoming the leader of a highly effective social impact organization. This is ultimately what HNC's purpose is: **to create a pathway for community-driven leaders to build high quality, sustainable, equitable institutions.**

We learned a long time ago that it's not HNC's place to prescribe solutions to social issues for communities. Instead, our role is to find leaders who are *already* doing great work in their communities and help them grow their work into effective social impact organizations.

The HNC pathway for social impact leaders consists of three programs that build on one another:

ILS VALUES-ALIGNED FISCAL SPONSORSHIP	Boot Camp 3 MONTH INTENSIVE PATHWAY	Collective Leaders ONGOING COLLABORATIVE PATHWAY
<p><u>Purpose</u> Enables access to funding and creates a more equitable "starting line".</p>	<p><u>Purpose</u> Supports experienced social impact leaders as they break through to their organization's "next level".</p>	<p><u>Purpose</u> Creates a way to turn nonprofit leaders' needs into concrete solutions. Designed by leaders, built by HNC.</p>

Depending on the stage of their organization, leaders may apply to engage in any one of the three stages (above) that make up the HNC pathway, or they may start at the beginning and engage in all of them over the course of several years, as their organizations grow. As we continue to grow each of these three stages, we are working toward a fully comprehensive system of support that changes the way the ecosystem of social impact organizations functions at large.

It is important to mention that we also recognize that there are many organizations in the nonprofit world who are not able to produce high quality services, who “exist just to exist,” or otherwise aren’t creating much value for our communities. Our vetting and “fit finding” processes for each of these three stages is very intentional about identifying leaders of organizations who have a track record of creating real impact with their communities, who are aligned to HNC’s values, and who have an interest in collaborating with the broader ecosystem of organizations.

Though we started our work in the K-12 education world, we now work with leaders and organizations across issues of education, health, environment, the arts, and so on. The commonality across everyone we work with is that they are working to make the world a better place and they are aligned with our vision of a more equitable future.

Collaboration & Self Drive

HNC’s way of working is highly collaborative. You will work especially closely with our Director of Leadership Development & Support on the programmatic aspects of this position. You will also be closely supported in improving your effectiveness. If you find it difficult to openly and constantly explore and improve upon your own professional areas of growth, HNC is not the right place for you. Positional hierarchy and the “I have more experience doing X” argument hold no water on our team: the best ideas with the most rigorous justification must always rise to the top. If you are already great at what you do and are looking to continue your journey of personal and professional growth with other driven people, HNC may be just what you’re looking for.

Humane

The “collaboration & self-drive” section above might sound a little intense, but the reason this works for us is that *we actually care* about the people we work with. A recognition of people’s humanity is often missing from many workplaces, and we’ve worked hard from the beginning to try to change that. With a few obvious exceptions, you can wear what you want, take as much vacation as you want, eat during meetings, decide your own schedule, and so on. We also spend a non-trivial amount of time just catching up on how we’re all doing in life. We believe that we are at our best when we can express our authentic selves through our work. It’ll never be perfect (we don’t want to romanticize it), but we work hard to create a place where we can be ourselves *and* accomplish great work.

Our goal is to create **a workplace that no one ever wants to leave, but where those who must leave, do**. That being said, valuing the humanity of those on our team doesn’t mean accepting poor results just to protect the people we work with and care about. It means being clear and honest about the quality of each other’s work, actively using our own expertise to strengthen our teammates’ performance, and helping those who are not a good fit for HNC find a better one.

Race & Racism

If you are unwilling to openly examine your understanding of race (as a concept) and racism (as a practice), and how these relate to the world around us, you will not be a good fit at HNC. This is true regardless of your own racial/ethnic identity, and regardless of how much time you’ve already spent doing this important work. This does **not** mean that we will try to force our own system of beliefs or perspectives on you, but it does mean that we will examine aspects of these issues (and others) at a fundamental level - and how this all relates to our professional areas of responsibility. We primarily do this through conversations that help us grow our individual and group understanding of issues of race and racism. We do this because we believe that (1) these conversations *in and of themselves* are

important to building trust in a racially/ethnically diverse workplace and (2) the depth to which any of us understand these issues limits or bolsters our ability to take productive action.

This is also true of other identity and social issues, but we specifically identify race and racism as an area of focus in this document because we've found it to be particularly important to HNC's team and culture.

One Final Thing

We know that hiring practices have historically and systemically marginalized entire groups of people — including people of color, people from working class backgrounds, women, and people in the LGBTQIA+ community, to name a few. We are committed to building a diverse and inclusive workplace and we strongly encourage people with these identities or who are members of other marginalized communities to apply for roles within our team.

If you're excited about joining our team, but your past experience doesn't align with this role, please send us a note [here](#) and we'll let you know when we have other openings. We'll be adding more positions this year and next!