

Reconnecting to Our Waterways

Collective Impact Director

(full time: independent contractor) (Indianapolis, IN)

Reconnecting to Our Waterways (ROW) is a collective impact initiative that has worked purposefully since 2012 to change the quality of life and ecology along Indianapolis waterways and surrounding neighborhoods. To lead this important work, ROW is seeking a passionate and astute individual to serve as Collective Impact Director, the staff leader of the backbone entity. The Collective Impact Director should be an experienced, successful leader with a demonstrated ability to engage a wide array of stakeholders. The nature of a collective impact initiative requires an individual who can provide strong, persuasive leadership in setting strategies and priorities and in aligning diverse interests to work collaboratively toward the accomplishment of common goals.

Organization Overview

Reconnecting to Our Waterways (ROW) is a collective impact initiative that has worked purposefully since 2012 to change the quality of life and ecology along Indianapolis waterways and surrounding neighborhoods. ROW has been able to convene community partners to enhance quality of life through innovation, analysis, cultural advancement and investment along Indy waterways and neighborhoods. We have walked alongside communities to discover and celebrate Indy's waterways as a community asset.

ROW is focused on the six major waterways in Marion County: the [Central Canal](#), [Fall Creek](#), [Little Eagle Creek](#), [Pleasant Run](#), [Pogue's Run](#), and [White River](#). Our focus area is a 10- minute walk (a half-mile) around each waterway, and a connectivity area of a 20-minute bike ride (3 miles) around each waterway.

ROW is led by a diverse Steering Committee of community volunteers and functions as the backbone entity of the collective impact initiative. In that capacity, ROW (1) promotes and facilitates collaboration among stakeholders; (2) works to achieve the collective's commonly held strategic goals through mutually reinforcing activities; and (3) collects and reports relevant data to measure progress toward agreed-upon goals and outcomes.

Position Overview: Collective Impact Director

To lead this important work, ROW is seeking a passionate and astute individual to serve as Collective Impact Director, the staff leader of the backbone entity. The Collective Impact Director will be both a dynamic leader who can build consensus around clear strategies and an effective manager who can facilitate the execution of those collective goals. The Collective Impact Director will serve as a public ambassador for the initiative and will bring excellent coalition building skills to engage a wide array of stakeholders.

The Collective Impact Director will be a systems thinker who is customer focused and goal driven. This person must be action oriented and innovative, and able to translate broad goals into achievable steps, anticipate and solve problems, and take full advantage of opportunities that present themselves.

Responsibilities

The Collective Impact Director will direct and oversee ROW's internal and external functions, including strategy, funding, communications, community engagement, and data functions. This person will manage staff, consultants, and systems, and will be accountable for nurturing the efficiency and effectiveness of all of those, providing high-level strategic thinking and facilitation of the ROW effort. Key responsibilities include:

Leadership:

- Provide visionary, adaptive leadership, modeling values of excellence, integrity, inclusion, and innovation at all times and fostering a culture that reflects them;

- Collaborate with the ROW Steering Committee, Element Chairs, and Waterway Chairs to ensure continual progress toward achieving ROW's strategic plan, goals and objectives.
- Oversee and direct ROW staff, consultants, and contractors to ensure continual progress toward achieving ROW's strategic plan, goals and objectives.
- Ensure that ROW is providing effective leadership for initiatives such as Partners for the White River and other grant-directed roles.

Stakeholder Relationships:

- Maintain and grow ROW's reputation as a respected, neutral convener among a broad spectrum of community stakeholders.
- Cultivate excellent working relationships with community, business, and institution stakeholders to inspire collective action.
- Ensure effective, continuous, and open communications with stakeholders and the broader community.

Strategic implementation:

- Develop an annual Steering Committee and Staff work plans to implement the goals of ROW's strategic plan.
- Provide strategic direction and support to partner organizations in aligning their activities to support commonly held goals in ROW's strategic plan.
- Ensure ROW's activities are fully compliant with funder/grant expectations and obligations.
- Further define the roles and responsibilities of the backbone as the initiative evolves and make appropriate recommendations to the ROW Steering Committee regarding the backbone's operations.

Resource Development and Oversight:

- Develop and maintain strong relationships with local and national funders.
- Identify funding opportunities to support ROW's strategic plan, including resources to support mutually aligned stakeholder activities.
- Lead all grant writing activities (as lead writer and/or by supervising other grant writers)
- Implement proper controls are in place to monitor and allocate funds efficiently and effectively, including generating grant reports to funders as required.
- Manage ROW budget and fund distribution
- Administer Sub-grants funds to Elements and/or Waterway Committee

Communications:

- Develop and manage an effective communications plan for keeping all stakeholders informed and engaged (though in-house or external resources as appropriate).
- Design and ensure the execution of a marketing, branding and development strategy that fulfills ROW's strategic needs, including donor/funder attraction.
- Ensure that ROW is effectively in front of the broader community, directly as ROW's public ambassador and through the visibility of stakeholders.

Shared Measurement and Impact:

- Oversee the continued development and implementation of a shared measurement system that tracks desired outcomes and metrics across the initiative.
- Collaborate with Metric Manager to ensure use of data-driven decision-making, including the collection, integration, and communication of data effectively across the organization

Managing internal systems:

- Provide staff support for Steering Committee and oversee provision of support for Waterway and Elements committees.
- Oversee daily operations and establish appropriate systems for measuring necessary aspects of operational management, including staff/contractor workflow and processes;
- Manage annual budget development, and payment processing and associated accounting responsibilities
- Monitor and report on operational issues, opportunities, and achievements within agreed formats and timelines, including relevant legal or regulatory compliance.

Reporting Relationships

The Collective Impact Director will report to the ROW Steering Committee, through its Co-Chairs and/or Executive Committee (or such other persons as determined by the Steering Committee). All other ROW staff, consultants or contractors will report to the Collective Impact Director. With appropriate input from the Steering Committee, the Collective Impact Director will be responsible for recruiting and hiring top talent, and building and managing a highly functioning team.

Requisite Qualifications

A successful candidate will have the following qualifications:

- Proven success in strategic visioning and executive-level leadership, including a track record of leading, inspiring, and developing high performance teams.
- Experience in board development, fundraising, marketing, and complex project management.
- Demonstrated success in cultivating donor relationships, fundraising and grant writing.
- An executive presence, including outstanding presentation, communication, and interpersonal skills, that inspires confidence and passion in both internal and external audiences.
- The ability to build strong relationships with diverse stakeholders.
- Advanced strategy and planning skills, including an ability to think strategically on both organizational and systemic levels over multi-year horizons.
- Strong data acumen and ability to oversee complex shared-measurement systems
- The ability to thrive in a fluid, entrepreneurial environment with occasional ambiguity, combined with the willingness to “roll up one’s sleeves” and accomplish the strategic aims of the initiative regardless of formal job description.

Desired Qualifications

- Minimum of a bachelor’s degree with extensive executive leadership experience; an advanced degree in a relevant field (management, policy, environment or related fields) is preferred.
- Existing relationships with a cross-sector range of stakeholders and thought leaders in the Indianapolis region.
- Familiarity with ROW’s mission.

Hours and Compensation

The Collective Impact Director position is expected to require 30-40 hours per week, depending on the individual. The specific hour requirement will be determined in consultation with the Steering Committee and formalized in the scope of work between the parties. The Collective Impact Director will be an independent contractor with ROW, not an employee.

Compensation for the position is competitive and commensurate with experience, and will be based on an hourly or monthly fee to be negotiated. Given the independent contractor status, benefits will not be provided. Routine expenses such as mileage, parking or office supplies are not reimbursable; however, certain expenses, such as attending conferences or other travel on ROW’s behalf or other significant expenses that are appropriate to the

position and pre-approved by the Steering Committee (or its designee(s)) will be reimbursed based on those determinations.

Resumes will be accepted through April 15.

ATTENTION: To assist the search committee in discerning a match for the position, please prepare your responses to the questions below and submit them with your resume and cover letter. Applications will not be considered without question responses. (There are no word or page limits or formatting requirements for these responses; however, we are mindful that brevity is the soul of wit.)

1. What experience and/or qualities do you feel make you a uniquely qualified match for the position of Collective Impact Director for ROW?
2. Tell us about the scope of your leadership experience. Please include the number of employees and volunteers that you led in these efforts, and highlight your biggest accomplishments in leading a team.
3. A collective impact initiative requires “leadership by persuasion” to bring stakeholders together to align their individual efforts through a series of mutually-reinforcing activities to achieve a shared goal. Talk about your experience in leading similar efforts and the outcomes you were able to achieve.
4. Tell us about your fundraising experience, providing examples of your successes and of your challenges in achieving the organization(s)’ fundraising goals.
5. What do you see as the keys to developing and maintaining a high performing staff/board culture?

Please submit your cover letter, resume, and question responses directly to ROW at apply@ourwaterways.org.

Reconnecting to Our Waterways is committed to equal opportunity employment. The organization makes hiring and employment decisions without regard to an individual's race, ancestry, national origin, religion, sex, pregnancy (or related medical condition), sexual orientation, marital status, or any other characteristic protected by federal, state, or local law.