



Roots for the Home Team Position Announcement EXECUTIVE DIRECTOR

About Roots

Roots for the Home Team (Roots) believes every young person deserves opportunities to see and create the future they want. Roots is the next step for youth already participating in community gardening to cultivate their personal and professional growth. Using the produce they have grown and working with top local chefs to design and market nourishing, gourmet salads, they sell those salads at Target Field at Twins games. At the same time, they take University-designed courses to help them tap into their strengths and confidently take on the next stage of life. Roots empowers them literally and figuratively to nourish themselves and their aspirations. Roots believes that investing deeply in each and every young person will result in their having, more tools to build their futures and realize their hopes and dreams.

Roots' mission:

Roots for the Home Team nourishes young people's appetites to discover new possibilities and pathways for success through unique opportunities.

Roots' vision:

All youth discover their passions and are equipped to realize extraordinary futures.

A Career Opportunity for a Special Leader

This position is perfect for the leader who will find fulfillment in an organization that:

- Stretches young people's imaginations and aspirations for their futures
- Creates pathways for them to pursue and realize their hopes and dreams
- Aspires to close the opportunity gap and deliver new experiences that encourage participants to grow their curiosity, courage, creativity, and community.
- Plans to grow Roots and extend its reach

The Executive Director's Responsibilities

The ED reports to the Board of Directors and has overall strategic and operational responsibility for Roots' staff, programs, growth, financial health, and execution of mission.

The ED should be thoroughly committed to Roots' mission and vision and dedicated to developing bright futures for young people. The ED should be skilled in leadership and management, including in an organization poised for growth. Coaching/mentorship, relationship-building, and stewardship are key ingredients of the job. Here are the ED's specific responsibilities:

Leadership and Management

- Ensuring excellence in programming; rigorous program evaluation; financial management and administration, fundraising, communications, and management systems.
- Development of timelines and resources needed to achieve the strategic goals.
- Active, energetic engagement with Roots youth, partnering organizations Board members, committees, alumni, and funders
- Development of and support for a strong Board of Directors; serving as an ex-officio member of each Board committee; involving the Board with strategic planning and direction both for ongoing local operations and also for potential growth outside the Twin Cities
- Development, leadership, coaching, and retention of a high-performing team of youth, staff, and contractors
- Ensuring effective systems to progress and regularly evaluate programs, so as to measure successes that can be effectively communicated to the board, funders, and other constituents.
- Organizing and managing multiple programs.

Fundraising, Partnerships and Communications:

- Expansion of revenue generating and fundraising activities to support existing programs while simultaneously building reserves for potential program expansion.
- Seeking and expanding community-building opportunities with eye on garnering relevant, new community connections.
- Creation of new partnerships with funders and community leaders.
- Refining and adding depth to all aspects of communications—from web presence to community relations -- with the goal of promoting and expanding the strong brand.
- Service as the main public spokesperson for Roots

Qualifications:

The ED will have an unwavering commitment to young people, quality programs, and data-driven program evaluation. Specific qualifications for the job include the following:

- Proven ability to develop and implement strategies that have taken an organization to the next stage of growth
- A successful track record in organizational management, with the ability to mentor staff, develop and manage teams, set and achieve strategic goals and objectives, and manage and sustain a fiscally sound budget.
- Past success working with a Board of Directors, with the ability to engage Board members in the work of the organization
- Strong marketing, public relations, and fundraising skills and experience, with the ability to engage with a wide range of stakeholders and cultures.
- Strong written and verbal communication skills, including the ability to be a persuasive and passionate communicator in inter-personal relationships and in public settings

- Experience leading an organization that is engaged in strategic and business planning that is action-oriented, entrepreneurial, adaptable, and innovative.
- Proven ability to work effectively in collaboration with diverse groups of people.

Compensation: Salary and Benefits

This is a full-time position. The starting salary is \$80,000. In addition, there is a benefits allowance. The ED may work from home. While working hours can generally be flexible, there are some evening and weekend commitments.

To Apply

To apply, interested candidates should send BOTH a letter of introduction and a resume to <https://app.smartsheet.com/b/form/eca16dda90234e7786660b20bff1baaa>

Application information may also be found at <https://www.cincinnati.com/roots-for-the-home-team-ed.html>

Applicants are encouraged to apply by **April 29, 2022**.

To learn more: www.rootsforthehometeam.org