



Director of Strategy & Partnerships

Our New VISION All youth feel safe, accepted, and supported.

Our New MISSION The Bridge for Youth centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships.

Our New VALUES

Patience - We give space for youth to make decisions on their own timeline in their own way.

Love and Caring - We believe in acceptance, empathy, and non-judgment.

Communication - We engage in intentional dialogue to understand each other's truths.

Integrity - We actively learn, grow, and change to align our actions in equity and justice.

Co-Creation - We seek connection to amplify the voice of youth and each other.

Community - We stand together for youth and for each other.

Position Overview

The Bridge for Youth (BFY) centers youth voice, justice, and equity in all we do, and empowers youth experiencing homelessness through safe shelter, basic needs, and healthy relationships. For over 50 years, The Bridge has been at the forefront of addressing youth homelessness in Minnesota, positively impacting the lives of the most vulnerable youth in our community, through youth-centered programs that offer a pathway out of poverty and chronic homelessness.

The Director of Strategy & Partnerships is an executive level position that partners with the Executive Director, executive team, and program staff to advance the organization's vision, mission, programs and strategic priorities through strategy, development, engagement and communications. This position is 80% onsite at The Bridge for Youth, 1111 W 22nd Street, Minneapolis, MN 55405.

Position Information

Position: Director of Strategy & Partnerships

Job Type: Full-Time

Classification: Exempt

Reports to: Director of Strategy & Partnerships

Posting Date: May 18, 2023

Closing Date: Open until filled

Compensation: \$100,000k - \$120,000k annually

Benefits Information

- Competitive health, dental, vision and ancillary benefits
- Company paid life insurance and long-term disability
- 403b (immediate contribution and vesting) with up to 4% match after one year of employment
- Up to 20 days (about 4 weeks) of PTO (Paid Time Off) first year of employment, in addition to 15 paid holidays
- Pet friendly

We ask all staff to:

- ✓ Lead within a framework of agency values, philosophies, and goals, including team commitment and cooperation across BFY services and programs

- ✓ Emulate and enthusiastically promote the organizational culture as defined by the identified values statements and racial justice and equity opportunities of BFY
- ✓ Leads in building upon and strengthening a culture of establishing and nurturing relationships
- ✓ BFY believes in team, collaboration, and constantly developing a supportive and caring environment for each other. Sometimes we are asked to lean in above and beyond our position description and we enthusiastically do so

Strategic Initiatives (30%)

- Partner with Executive Director and consultant team to coordinate and implement inclusive strategic and annual planning processes that inform and further the organization's strategic future
- Oversee large-scale, multi-year, high impact strategic initiatives and special projects informed by the organizational strategic plan
- Coordinate with Executive Director and monitoring and evaluation team to track the progress of strategic plan goals and report findings to key internal and external stakeholders
- Partner with Executive Director and organizational leadership to steward and further develop strategic partnership relationships, including but not limited to donors, contract / grant funders, local community groups, peer organizations, businesses, school systems, elected officials and government to advance strategic priorities and initiatives
- Collaborate with Executive Director to represent the organization on committees and work groups to advance strategic priorities and initiatives
- Navigate political landscapes; effectively advocate and influence others in local and statewide legislative arenas in support of the mission

Development & Communications (40%)

- Develop annual progressive plans and implement donor cultivation strategies to achieve fundraising goals. This includes individuals, corporate and family foundations, government funders, events
- Set annual revenue targets in partnership with Executive Director and Finance Director; monitor and manage progress and activities to meet revenue goals. Oversee team to achieve these goals
- Identify new funding opportunities and create plan to secure those new sources
- Play a key role in annual budget development and manage department expenses
- Serve as liaison to Development Committee to develop and promote strategic and annual plan metrics and fundraising targets for the Board of Directors
- Partner with outsourced marketing firm to develop marketing, communications, and engagement plans to promote strategic plan, program outreach, and fundraising efforts
- Monitor execution of strategies of marketing firm, including but not limited to, social media campaigns, online presence, stewarding media relationships, blogs and white papers, advertising, and garnering speaking opportunities

Contract & Grant Management (20%)

- Direct the full range of activities required to seek, secure, and manage grants and contracts from government entities, foundations, and corporations
- Supervise team and oversee the management of grants and service contracts, including application, renewal, reporting, and site visits; collaborate with administrative, evaluation, and program teams in this process
- Assure team maintains records efficiently and accurately and prepares concise reports. Gather facts, analyze and report findings in a thorough, useful, and logical format
- Assure team creates, monitors, and shares ongoing plan and calendar of key organizational contract and grant deadlines

- Collaborate with Monitoring & Evaluation Director and Program Director in thought leadership of continuous and innovative program improvement efforts

Administrative (10%)

- Collaboratively participates on and strategically contributes to The Bridge for Youth executive leadership team
- Participate in internal and community meetings as scheduled
- Manage team of direct reports, including Senior Development Manager, Engagement Manager, Grant Writer, contracted employees or partnerships and others as assigned
- Lead team meetings on a regular basis and lead initiatives that contribute to the ongoing development and culture of team; convene team regularly to plan, collaborate, provide supports, mentorship, and consultation
- Identify, implement, maintain and coordinate professional development training for staff; conduct employee performance reviews and stay interviews
- Conduct applicant screening, interviewing, and hiring of staff as needed
- Other duties as assigned

Education & Experience:

- Minimum 7 years of progressive experience in organizational leadership, management, and development in similar setting
- Lived expertise preferred
- Must be aligned with BFY's mission, vision, and commitment to centering youth voice, racial justice and equity in all we do
- Demonstrated experience supervising staff, with the ability to plan, direct and review the work of others with confidence and clarity
- Must be a strategic thinker and motivated self-starter who thrives on working in a space of innovation
- Must have a high attention to detail
- Must have ability to work well under pressure, remain flexible and manage multiple projects and deadlines
- Handles confidential and administrative information with tact and discretion
- Must have exceptional written, verbal, public speaking, and interpersonal communication skills
- Must have excellent listening skills
- Must clear a background check and successful reference review
- Must have a valid driver's license, satisfactory driving record with access to reliable transportation and automobile insurance liability amounts of \$100,000 for bodily injury liability protection per person and \$300,000 for bodily injury per accident

Technology Skills Required

- Hands on knowledge of record keeping in a digitized environment, expertise in text messaging and other digital communication methods
- Proficiency with Client Records Management (CRM) systems for fundraising
- Experience with and ability to work with Microsoft Office applications (Teams, Sharepoint, Word, Excel, Access, PowerPoint & Outlook) and Adobe products
- Proficiency with social media platforms such as Facebook, LinkedIn, Instagram and YouTube
- Equipment used - personal computer, electronic mail system, telephone, and cell phone

Working Hours

- Dedication to working some nights and weekends as community and group activities are scheduled during these times

Physical Aspects of the Job

- Position requires ability to sit for extended periods of time, close vision, ability to adjust focus and see color

To Apply

Submit cover letter, references and resume to resume@bridgeforyouth.org

The Bridge for Youth is an Equal Opportunity Employer committed to embracing diversity and individuality and opposed to practices which discriminate on basis of race, gender, sexual orientation, religion, handicap, disability, age, or nationality. We apply this unbiased policy to our employment practices and any contractual opportunities. We are further committed to taking affirmative action to ensure these opportunities are accessible to individuals who meet the qualifications, and we encourage all interested parties to apply. EEO/AA.