Executive Director Search

POSITION PROFILE

INVESTED

Immediate help for students in need

InvestED, formerly the Saul and Dayee G. Haas Foundation, helps Washington state secondary school students in need by granting them opportunities to achieve. InvestED provides basic supplies, access to school programs and other assistance to give these students the chance to reach their true potential.

Executive Director

InvestED
Seattle, WA

(formerly the Saul & Dayee G. Haas Foundation)

As school supplies and activities become more expensive, it is increasingly more difficult for all students to participate. InvestED fills that gap. Providing secondary students with the materials and access to activities allows them the chance to be included and reach their true potential.

InvestED, along with the assistance of Hagel Executive Search, is seeking a new Executive Director with a passion to help give secondary students these opportunities and expand the organization to remove barriers, improve outcomes and increase graduation rates for low-income students.

For more than 50 years InvestED, formerly the Saul & Dayee G. Haas Foundation, has provided immediate help to secondary students in need. It started with a single gift of $500 from Saul Haas to Garfield High School in Seattle. Since that time the organization has helped more than 400,000 students, and last year, working with 652 partner schools throughout Washington, InvestED programs provided almost $850,000 to fund 29,499 items/opportunities to 23,240 students—small amounts of short-term, item-specific, need-based funding for items such as shoes, coats, glasses, sports equipment, and academic fees. By creating relationships with those closest to the student (teachers, counselors, coaches, etc.), these InvestED Fund Coordinators can use program funds to help students get to school, stay in school, graduate from high school and reach their true potential.

In 2017 and beyond the organization is working on expanding its resources, its outcomes and success measures and its reach across the state through the development of a new business plan. The plan will be a precursor to a full strategic plan that will be developed by the board and the new Executive Director.

The Executive Director position truly provides the opportunity to make a difference in youth, their schools and their communities and to shape the organization for the future.

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About InvestED

Founders Vision:
"…to help promising young people at critical times in their lives. To do that which otherwise would not be timely done." – Saul Haas

Mission and Goal:
"InvestED's mission is to provide immediate help for students in need. Its goal is to encourage students to stay in school, return to school, or get involved within their learning community. "

InvestED provides support to students in need through partnerships with those closest to the student: the teachers, counselors, coaches, and staff at the student's school. Once the InvestED Fund Coordinator learns of a student's need, they can use program funds to help keep the student in school, to get the student more involved in school activities, or simply remove a roadblock to their success.

Each August, InvestED provides an initial round of program funding to eligible schools. The school principal along with two InvestED coordinators allocate funds as needed for specific student needs, including school activity cards, musical instruments, appropriate clothing or uniforms, school supplies, and test fees. The idea is to make funds available immediately with minimal bureaucracy. At the end of each year, schools report back to InvestED to share exactly how the funds were used.

During the 2015-2016 school year, InvestED served 23,240 students statewide through this unique partnership. Since its inception in 1963, InvestED has granted more than $12 million to students in need at secondary schools throughout Washington state.

QUICK FACTS

- Supports the efforts of schools to encourage students to stay in school, return to school, or get more involved in school activities
- Assists 6th- through 12th-grade students in need throughout the State of Washington
- Provides program funding for students in more than 650 secondary schools
- Has 50 pre-approved funding areas for school principals and counselors to use on behalf of students without additional InvestED permission or added bureaucracy
- Provides for immediate needs of students to keep them engaged in school – needs such as clothing, shoes, school activity cards, help with health and hygiene issues, calculators, lab fees, Advanced Placement exam fees, art and music supplies, and field trips.
- Operates with five full-time and part-time staff: full-time executive director, development director and event manager, part-time accountant and program coordinator

For more information about InvestED visit: www.invested.org

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InvestED
Strengths, Focus and Opportunities

Strengths:

- InvestED provides immediate help to students at the school level with a minimum of process and paperwork
- Operating with very low overhead costs InvestED is able to help students, quickly and very discreetly
- InvestED is truly fortunate to have a very strong partnership with the Seattle Seahawks
- More than 650 secondary schools and their students across the state of Washington are able to benefit from InvestED grants
- InvestED has a very strong committed board and staff providing stewardship of its funds and programs

Initial (12-18 months) Focus for the Executive Director

- Actively engage with the board to complete the current business plan process and begin development of a multiyear strategic plan
- Actively reach out to the community to increase the visibility of InvestED with community leaders, partner schools and other partner and potential partner organizations
- Maintain the relationship with the Seattle Seahawks
- Continue the rebranding awareness efforts from the Saul and Dayee G. Haas Foundation to InvestED
- Develop relationships with key donors to maintain and grow resources
- Build a strong partnership with the board of directors and staff

Longer Term Challenges & Opportunities

- Expand fundraising capabilities and results exponentially to be able to meet more needs of students
- Continue the development of outcome measures to support donor needs and program effectiveness
- Maintain and grow partnerships and donor relationships
- Develop new collaborative/complementary relationships with other educational development and funding organizations
- Continue to strengthen brand recognition across the state

THE POSITION

The Position

Reporting to the fifteen member volunteer Board of Directors, InvestED's Executive Director is responsible for the organization's consistent achievement of its mission and financial objectives. The Executive Director advances the vision of the organization, mobilizes the Board of Directors, inspires and leads a strong staff team, monitors and strengthens the organization's financial health, engages in extensive community outreach and advocacy and significantly advances resource development.

The ideal candidate will possess the following personal attributes:

- Passion for education and kids
- Focus on follow-through and results
- Dynamic and charismatic presence
- High emotional intelligence
- Courageous – strong in face of adversity
- High energy
- A "connector"
- Transparent
- Authentic
- Impeccable integrity
- High standards of performance
- Willing to "get out and meet people"

The ideal candidate will exhibit the following behavioral and professional competencies:

- **Visionary** – Confronts the complex realities of the environment and simultaneously maintains faith in a different and better future, providing purpose, direction and motivation
- **Results-Driven** - Dedicated to shared and measurable goals for the common good; creating, resourcing, scaling, and leveraging strategies and innovations for broad investment and impact
- **Mission-Focused** – Committed to create organizational change that supports the mission
- **Team Builder** – Ensures that the right people are in the right roles at the right times; fostering commitment, trust, and collaboration among multi-cultural leaders and stakeholders
- **Resource Development** - Provides the leadership necessary in identifying and maximizing financial support from all sources, traditional and non-traditional, that can be mobilized for organizational impact
- **Collaborator** – Understands the roles and contributions of all sectors of the community and can mobilize resources (financial and human) through meaningful engagement
- **Brand-Steward** – Is a steward of the brand and understands his/her role in growing and protecting the reputation of the organization
- **Relationship-Oriented** – Understands that people come before process and is astute in cultivating and managing relationships toward a common goal.
- **Network Oriented** – Values the power of networks; serving to leverage the agency's breadth of community presence, relationship, and strategy.
- **Governance and Voluntarism** - Values the roles that volunteers play in the organization in its operations, governance and fiduciary responsibilities
- **Business Acumen** – Possesses a high-level of broad business and management skills and is effective at managing the financial resources of the organization
- **Outward-Turning** – Understands the dynamics of local, regional, and national environments, and works on an agenda rooted in the community's own perception of its needs and aspirations

WORKING RELATIONSHIPS

The Executive Director is expected to interact with the following on a regular basis. Teamwork and a professional public presence are essential.

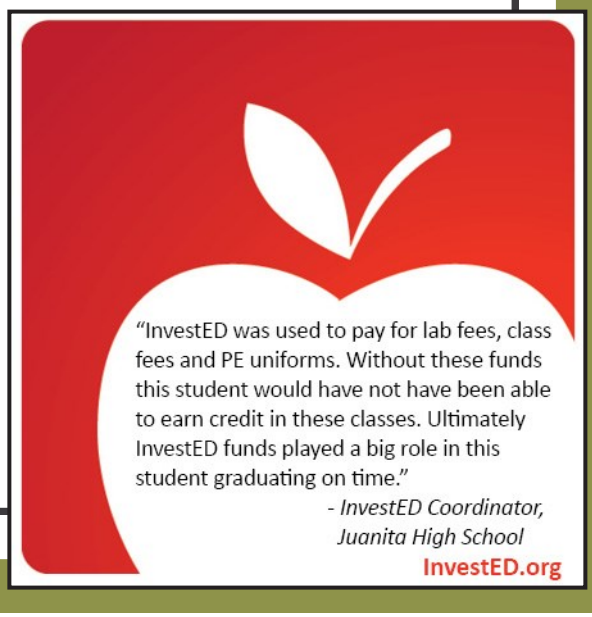
- Board of Directors
- Grantors and donors
- Foundations
- Educators and administrative leaders at the district and school level
- Media
- Elected officials at the local and state level
- Business leaders
- Leaders of other nonprofit organizations focusing on education and safety net programs

MINIMUM QUALIFICATIONS

- BA minimum, advanced degree desired
- Five years or more of proven executive level experience and success in a complex organization
- Demonstrated ability to grow and move an organization forward
- Significant experience working with or serving on a volunteer board of directors
- Fundraising experience required
- Event management experience desirable
- Public policy experience desirable
- Familiarity with educational systems desirable

COMPENSATION & BENEFITS

A competitive compensation package is offered.



TIMING AND APPLICATION

Application and Selection Process

Applications that are received by **5:00 p.m. on May 15, 2017** are assured full consideration. It is anticipated that final candidate interviews will be held the week of June 19, 2017 with a decision made shortly thereafter. **To register as a candidate or view the most current timeline, please go to:**

http://www.hagelsearch.com/investED

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral and critical thinking assessment. These assessments, delivered in two separate sessions, are web-based, take about 45 minutes each, and help match the candidate's traits with the desired traits detailed above. All results are held strictly confidential. A background check will be performed on finalists.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.

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EQUAL OPPORTUNITY

InvestED is committed to a policy of equal opportunity for all applicants and employees regardless of race, religion, national origin, gender, marital status, age, the presence of a disability, or any other basis protected by applicable federal, state or local laws. Our equal opportunity policy applies to all phases of employment, including recruiting, hiring, job assignment, supervision, training, upgrading, transfer, compensation, benefits, promotion, education and recreation, layoff and termination.

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