



Director of My Brother's Brother's Keeper

The Director of My Brother's Keeper Denver will leverage the power of data, their knowledge of the youth-serving ecosystem, and their relationships with grasstops and grassroots stakeholders to identify and support solutions that drive positive community- and systems-level outcomes for Denver youth.

The Director will:

1. **Convene** diverse and active coalitions, offering valuable insights, making transformative connections, and creating a collaborative space for partners to identify needs and opportunities and work toward solutions.
2. **Collaborate** to devise strategies -- grounded in data and lived experience -- to overcome systemic barriers, advance opportunities, and empower young people.
3. **Coordinate** the broader coalition of partners to pilot, refine, and implement co-designed strategies by providing technical support, project management, innovation funding, and additional resources.

About the Role

The Sims-Fayola Foundation (SFF) is leading Denver's efforts to advance the mission and goals of the My Brother's Keeper Alliance (MBK), a national initiative that aims to design and support activities, resources, and relationships that positively impact the lives of boys and young men of color (BYMOC). As part of this effort in Denver, SFF leads the implementation of the Denver MBK Local Action Plan - developed in partnership with other stakeholders - to support organizations throughout the city as they work to develop programs and policies that reflect the hopes, needs, and lived experiences of BYMOC. SFF-MBK works towards bold, aspirational goals for equitable access and opportunity, evidenced by measurable outcomes such as increased high school graduation rates, college readiness, college persistence, and living wage employment.

The Director of MBK Denver will be an internal and external leader who represents the voice and needs of BYMOC within SFF and the larger community. Externally, they will be responsible for developing a multi-sectoral city-wide agenda focused on BYMOC. The Director does this by engaging the city's ecosystem - including systems players, community-based organizations, corporate and employment partners, young people, and more - to work collectively to develop and implement

strategies that respond directly to the needs, hopes, and opportunities that BYMOC faces in Denver and that directly impact their immediate and long-term life trajectories.

Internally, the Director will collaborate closely with the COO and other the leads of SFF's other programmatic portfolios to explore and develop cross-portfolio opportunities that build on the connections and synergies between these bodies of work and their impact on BYMOC. Together, these collaborations will enable the Director to identify and leverage assets from multiple sectors to create a comprehensive set of supports that respond to BYMOC's educational, health, interpersonal, and employment needs.

Reporting to the COO, the Director is a strong project leader who understands and values the collective impact process and can implement it with a variety of sectors across the youth-serving landscape. They are an expert and detailed strategic thinker and strong relationship-builders, with a history of successfully designing and executing projects from start to finish.

In addition to managing specific projects, the Director is a member of SFF's Extended Leadership Team and uses their knowledge and insights to guide the organization's direction thoughtfully and strategically. The Director has deep experience working in and with communities of color and places equity at the center of their work.

Essential Functions and Responsibilities

Develop and execute a vision for the MBK portfolio, including designing a common agenda and leveraging collective assets to support programs and policies that advance BYMOC.

4. Guide vision setting and strategy for the MBK portfolio to build a common understanding of the challenges and opportunities that BYMOC faces, and implement a collective impact process to address them, at scale.
5. Build awareness and a sense of urgency among key stakeholders by articulating a call to action that galvanizes and inspires others to work collaboratively in support of the needs of BYMOC, particularly those called out in the MBK Action Plan.
6. Coordinate partners, team members, and resources to pilot, prove, improve, and sustain high-impact solutions that respond to the specific needs of BYMOC, including post-secondary opportunities, mentoring, and narrative change.

Serve as a coalescing voice within the BYMOC-serving ecosystem and build relationships with stakeholders across audiences and sectors to advance positive outcomes for BYMOC at scale.

7. Organize and lead the MBK Action Team - comprised of a diverse, multi-sectoral group of BYMOC-serving organizations - to collectively plan, identify, and leverage opportunities to increase positive outcomes for BYMOC.
8. Cultivate and extend the breadth of SFF's strategic partnerships to strengthen Thrive-MBK's reach, relationships, and impact at the individual-, community-, and systems levels.
9. Generate increased interest in and commitment to scaling SFF-MBK's work from key public and private sector stakeholders, including philanthropy, government, and the broader nonprofit sector.
10. Represent and promote Thrive as a respected leader and thought partner in the

collective impact, youth development, and equity spaces.

Manage a small team to ambitious outcomes; including coaching and developing staff to operate effectively.

Skills, Knowledge, and Abilities

11. Ability to develop and execute a strategic vision and coalesce and activate key stakeholders around a common agenda.
12. Ability to build strong relationships, including managing multiple partner groups and stakeholders (including funders), securing community and stakeholder buy-in, and building consensus and collaboration across lines of difference
13. Ability to rapidly absorb and synthesize information and adeptly pivot to capitalize on opportunities to propel the work forward
14. Ability to serve as a strong member of SFF's extended leadership team, including bringing an organizational development and enterprise mindset to support the continued development of Thrive's organizational culture, structure, and programs.
15. Strong project management skills
16. Strong written and verbal communication skills, including comfort with public speaking
17. Strong problem-solving skills
18. Fluency with using data to inform strategic direction, determine programmatic priorities, and evaluate programmatic impact
19. Familiarity with collective impact methods, implementation, and practices preferred
20. Understanding of StriveTogether collective impact principles is a plus

Education, Experience, and Other Requirements

21. Bachelor's degree
22. 5+ years experience in strategic leadership, program design and management, community engagement, and/or a relevant social sector field
23. Based in Denver and familiar with the Denver landscape, with specific experience working in/with communities of color and with a focus on increasing equity.
24. Experience working with young adults in the social services, education, employment, and/or justice-involved sectors.
25. An adaptive leader with experience working in fast-paced environments and in organizations during a period of transformation, including the ability to identify barriers and surface potential solutions.
26. Experience taking projects from inception to completion, including the ability to quickly generate high-quality output and deliver results by working independently Experience managing, coaching, and developing teams (which may or may not include direct reports)

Compensation and Benefits

Compensation is competitive and commensurate with experience. Sims-Fayola Foundation offers a robust benefits package that includes paid time off, health/vision/dental, four FSA plans (including health, childcare, transportation, and parking), a generous family and caregiver leave policy, and a 403b retirement plan.

Application Instructions

If you're ready to help Denver's young men and boys of color be the best they can be and join a dynamic team, please submit your current resume and letter of interest to our Director of HR, Joy, at joy@sffoundation.org

The Sims-Fayola Foundation acknowledges and values the rich ideas, perspectives, and experiences that result from a diverse team, and as such, we welcome applicants from a range of backgrounds, especially those who share the lived experience of the communities we serve. The Sims-Fayola Foundation is an equal opportunity employer that considers the qualifications of all applicants without regard to race, color, religion, sex, national origin, age, disability, veteran status, genetic information, sexual orientation, gender identity, or expression, or any other basis protected by law.