



Director of My Brother's Keeper Denver

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 grassroots and grassstops stakeholders to identify and support solutions that drive positive community- and systems-level outcomes for Denver youth.

The Director will:

- **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.
- **Collaborate** to devise strategies -- grounded in data and lived experience -- to overcome systemic barriers, advance opportunities, and empower young.
- **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 CEO and 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 CEO, 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 the strategic implementation of MBK Denver, the Director, along with the MBK Coordinator is responsible for the implementation of the Sims-Fayola Empowerment Zone. The Sims-Fayola Empowerment Zone (SFEZ) is designed to serve justice-involved and community-referred males of color between the ages of 11-25. Over 18 sessions, SFEZ will address the lack of social-emotional skill development, positive self, and cultural identity that lead to self and community violence, dysregulated behaviors, unhealthy relationships with substances, and engagement with the criminal justice system. Our goal is to improve life outcomes, reduce engagement with the criminal justice system, widen career exposure, and provide healthy relationships through mentoring and support from other men of color participating in this program

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.

- 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.
- 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.
- 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.

- 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.
- Cultivate and extend the breadth of SFF's strategic partnerships to strengthen SFF-MBK's reach, relationships, and impact at the individual-, community-, and systems levels.
- 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.
- Represent and promote SFF as a respected leader and thought partner in the

collective impact, youth development, and equity spaces.

Responsible for leading and enhancing the Sims-Fayola Empowerment Zone (SFEZ) in a way which supports the Sims-Fayola Foundation's (SFF) mission. The MBK Director will work in partnership with the CEO to increase referrals and partnerships that are preventative to system involvement in addition to leading justice involved cohorts through our intervention.

Programming & Operations

- Provide leadership and initiation for strategic initiatives and program enhancements that identify unmet needs and ways that those under your supervision can extend/improve services.
- In partnership with the CEO and the leadership team, develop and pursue new partnerships appropriate and beneficial to the SFEZ program. This includes but is not limited to grant opportunities, strategic partnerships, and collaborations.
- Coordinate and track all SFEZ referrals as well as the demographics of clients served. Maintain up-to-date statistics on clients, create required reports on statistics and outcomes and provide analytical insight to inform future agency direction.
- Collaborate with CEO to create fund development strategies and manages the execution of those strategies.
- Provide assessments and crisis intervention, make appropriate referrals and follow-up with reports to referring partners.

Community Relations

- Serve as the point of contact for partners to include but not limited to school districts, truancy courts, referring community agencies and parents.
- Serve as the “face” of the SFF at relevant events such as Truancy Courts, Student Attendance Review Boards, resources fairs and/or other events.
- Establish and maintain relationships with relevant stakeholders (Denver District Attorney, Denver Police Department, Pre-Trial Release, Denver District Attorney Juvenile Diversion Program, Supervision and Probation Office)

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

Skills, Knowledge, and Abilities

- Ability to develop and execute a strategic vision and coalesce and activate key stakeholders around a common agenda.
- 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
- Ability to rapidly absorb and synthesize information and adeptly pivot to capitalize on opportunities to propel the work forward
- 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 SFF's organizational culture, structure, and programs.
- Strong project management skills
- Strong written and verbal communication skills, including comfort with public speaking
- Strong problem-solving skills
- Fluency with using data to inform strategic direction, determine programmatic priorities, and evaluate programmatic impact
- Familiarity with collective impact methods, implementation, and practices preferred
- Understanding of StriveTogether collective impact principles is a plus

Education, Experience, and Other Requirements

- Bachelor's degree
- 5+ years experience in strategic leadership, program design and management, community engagement, and/or a relevant social sector field
- 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.
- Experience working with young adults in the social services, education, employment, and/or justice-involved sectors.
- 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.
- 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

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

