



Position Description

Mass Mentoring Partnership Chief Executive Officer

Organization

Headquartered in Boston, Mass Mentoring Partnership (MMP) is the statewide organization solely dedicated to expanding opportunities for youth to have access to high-quality, structured youth mentoring relationships. MMP has a rich history of catalytic involvement in the start-up and sustainability of quality mentoring programs, the execution of high-visibility public awareness campaigns, and the attraction of increased public and private resources to the mentoring field. MMP currently has a network of more than 180 programs which serve more than 23,000 youth in mentoring relationships.

MMP has a small staff working in a high leverage environment, mobilizing resources on behalf of mentoring programs that are diverse in target populations, geography, scope and organizational development. By supporting a culture that is responsive to innovation, MMP provides rich learning and professional development opportunities for staff. To learn more please visit www.massmentors.org.

Position

Mass Mentoring Partnership is seeking a passionate Chief Executive Officer to guide the articulation of its future strategy, and to ensure the board, staff, public and private funding sources as well as partnerships are aligned to deliver its critical mission moving forward. By further embedding mentoring into core policy discussions that touch disadvantaged youth (youth violence, the achievement gap, workforce development, public health, etc), raising significant awareness of -- and funding for -- mentoring, and supporting/expanding quality mentoring programs, the CEO will ensure that more youth benefit from a successful mentoring relationship delivered through quality programs across the Commonwealth.

This is an outstanding opportunity for an inspiring leader with a track record of building partnerships and relationships as well as program innovation to fuel the field of mentoring while moving an already high-performing organization to its next level of relevance and impact.

Boston

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Boston, MA 02116
P 617 572-2833
F 617 572-2834

New York

112 West 34th St., Suite 1510
New York, NY 10120
P 646 562-8900
F 646 562-8901

San Francisco

465 California St., 11th Floor
San Francisco, CA 94104
P 415 627-1100
F 415 627-4575

Responsibilities

Strategy

Strategically orient programs, partnerships and messaging by driving a core belief about the power of mentoring across multiple public and private audiences state-wide

Engage the board of directors in its important governance role to address the organization's opportunities, challenges, strategic choices and progress toward goals

Establish, on an on-going basis, the long-term direction of MMP; preserve and enhance the culture of quality, collegial partnerships, measurable outcomes and a drive for excellence

Fundraising, Advocacy and External Affairs

Inspire all segments of MMP's constituencies

Develop and implement a fundraising strategy that is tailored to MMP's – and the mentoring field's -- current and future needs, focusing on corporate partners, foundations, and individual donations

In collaboration with the board of directors, attract, develop, and secure high impact donors; ensure that funds are properly and strategically allocated

Advocate, both individually and with partners, on important policy issues (education reform, juvenile justice, public health) via local, state and federal legislative relationships to highlight the critical role of evidence-based mentoring in supporting positive outcomes for youth

Strategically envision and align a marketing, communications and social media strategy that expands the mentoring field's visibility as well as funding opportunities and mentor recruiting

Team Leadership

Partner with the senior leadership team to translate MMP's strategies and priorities into results-oriented action plans and quality programming

Recruit, mentor and motivate a high-potential and deeply committed staff, while supporting an empowered performance culture

Ensure that people investments, systems and resources are aligned to deliver productivity and outcomes

Qualifications

- B.A. a minimum, ideally with an advanced degree and 10+ years of progressive leadership within either a high-performing direct service program, or intermediary nonprofit organization
- Personal passion for – and a deep track record of – supporting disadvantaged youth, and youth programming. Specific knowledge of mentoring is a plus.

- Outstanding relationship-building and leadership skills with a demonstrated ability to:
 - Raise significant funds from corporate, institutional and individual funders
 - Creatively, and genuinely, connect at the community level while simultaneously influencing policy environments
 - Strategically and tirelessly raise awareness through sustained campaign activities
- Personal qualities include: strong listening, verbal and written communications skills; emotional intelligence and cultural competency to ensure youth, policy-makers, mentoring program leaders and supporters feel engaged; integrity, optimism, and high energy
- Effective, entrepreneurial and collaborative team leader who supports a positive, results-oriented and nimble culture

Mass Mentoring Partnership is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position. The Bridgespan Group, a nonprofit organization, serves diverse organizations and is committed to building high-performing teams that mirror the communities we serve. Interested candidates may submit a cover letter and resume to massmentors@bridgespan.org