

**COLLEGE  
ACCESS NOW**



**Executive Director**

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## College Access Now

College Access Now (CAN) empowers students from low-income families to access, enroll in, and graduate from college at rates equal to their more advantaged peers. CAN's vision is that all students have the opportunity to graduate from college—regardless of income or background. CAN believes that realizing that vision will make for a stronger, equitable, and more just society. The greater Seattle area includes some of the most diverse communities in the country and is experiencing incredible economic growth. CAN has the potential to be a model for the rest of the nation in developing an educated and diverse work force—to make a real difference—not just in the lives for a select few, but for all students, their families, and the larger community.



# How CAN Works

CAN's program model combines a deep understanding of the challenges students from low-income families face with national data and over ten years of program results to develop an intensive, relationship-based program that supports high school students for up to eight years until their college graduation. CAN has an internal staff of 17 and an operating budget of \$2.1M, plus 30 additional program staff from AmeriCorps.

## High School Program.

CAN intentionally recruits incoming 11th-graders with an economic need and a G.P.A. of 2.0 or higher into a program designed to help students of all abilities, especially those who may not be on track towards college. Students enrolled in CAN's high school program are guided to see that college is possible.

## AmeriCorps Coaches.

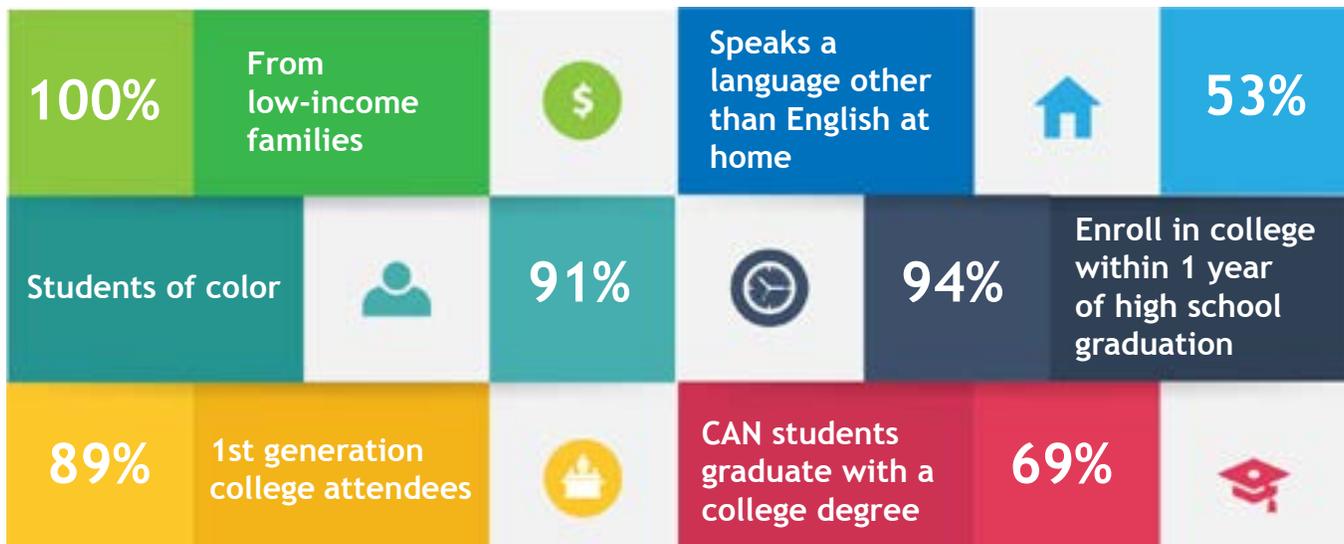
CAN's AmeriCorps College Coaches are based on-site at 11 partnering high schools four days a week during the school year and each College Coach leads a cohort of 35 students in weekly after-school and one-on-one peer advising sessions.

## College Services.

Upon high school graduation, CAN's College Services team addresses the critical progression points in pursuit of a college degree by providing an array of student support, beginning in the summer before college enrollment, and continuing through each year of college until graduation.

## Outcomes.

CAN's impact is impressive. Since CAN's creation, we have helped send over 2000 students from low-income families on their way to a college degree—90% of whom will be the first in their family to do so.



# CAN Program Outcomes

2005

2017

*29 Students*

*1000 Students*



*1 School*

*11 Schools in 4 Districts*



*1500 College Students Nationwide*



## Position Overview

CAN seeks a dynamic, passionate, and proven Executive Director (ED) to lead the organization forward as it continues to deepen its impact in the lives of students and their families. This is an exceptional opportunity for an individual who has the desire and experience to lead this organization to the next level and continue our excellent reputation with funders and community partners as CAN consistently achieves outstanding outcomes for its students.

The ED is accountable for effectively implementing CAN's programs, successfully fundraising, and efficiently leading its operations. Specific responsibilities include:

### ***Organizational Management and Growth.***

CAN is nearing the end of a robust four-year strategic plan. The ED will partner closely with a very engaged Board of Directors and work through the final phases of the current strategic plan. Together, they will establish the next forward-facing vision and direction for the organization, prioritize resource needs, and ensure that the organization is successful in achieving its mission.

The ED will be responsible for putting the proper infrastructure in place to allow for the high-performing, results-oriented leadership team to reach their goals. He or she will lead the development and management of CAN's human and financial resources, including building efficient management systems that will keep pace with CAN's continued growth.





## Position Overview (*Continued*)

### ***Strategic Fund Development.***

A key responsibility for the ED is to work with the Director of Development & Communications (DD) to implement a comprehensive and strategic fundraising plan. Supported by the Board of Directors, the ED and DD will expand the current donor base, steward current donors by keeping them engaged, informed, and inspired by CAN's success, and increase philanthropic support from individuals, foundations, corporations, and institutional partners. The ED will represent CAN and be an active participant in key donor development activities. By ensuring clear strategic priorities and action plans, the ED will empower the Development Team and the Board to continue building upon its base of individual and institutional support.

### ***Team Management and Leadership.***

Understanding the unique structure of CAN's service model is essential for the ED. CAN is committed to not only making a difference in the lives of the students it serves, but also in the staff that will soon become the next generation of leaders committed to social equity.

The organization utilizes AmeriCorps service members, mostly recent college graduates, who for up to two years act as "near peer" coaches for 11th and 12th graders in CAN's partner high schools. The ED, motivated by a shared commitment to social equity and a deep connection to CAN's students, will provide the structure and support for the professional growth and development of AmeriCorps members and CAN's very diverse, passionate, and capable team of professional staff and Leadership Team, who are also early career professionals.

### ***Community Engagement.***

The ED will be a key ambassador for the organization and, with the Board of Directors and the Leadership Team, will continue to build awareness and strengthen CAN's profile in the community. The ED will regularly meet with donors, community members, educational partners, and external decision makers to further CAN's mission. As CAN continues to impact more students, the ED must foster and maintain strong relationships with officials and local champions who can help continue CAN's reputation as a trusted partner. Under the ED's leadership, CAN will be an active participant in community and regional initiatives regarding college readiness and access.





## The Ideal Candidate Profile

The ideal candidate will be a proven leader who is committed to CAN's mission and the communities they serve. The selected candidate will have experience working with a Board of Directors, fundraising, and engaging with and developing young professionals. CAN seeks a:

### ***Strategic leader who inspires confidence, trust, and respect.***

She or he must be able to partner effectively with the Board to set agendas, grow and develop the Board, participate in committee work, and to develop and execute operating plans. The ED will have prior success as a mentor, who relates to and inspires staff to grow and learn. She or he must have highly effective communication and listening skills and be able to set clear and realistic expectations for staff. The selected candidate must bring transparency, collaboration, and humility to their work and demonstrate an appreciation for the diverse skills, talents and experiences of the team.

### ***Fearless fundraiser.***

She or he will be at ease in developing relationships, working with board members to cultivate new donors, and soliciting gifts on behalf of the organization. A reputation for strategic focus, connecting the right people and partnerships, and serving as a credible, enthusiastic advocate for an organization is highly valued.

### ***Leader who identifies with the communities CAN serves.***

The ED will work alongside motivated students and unwavering staff to help them create the change that they see is possible. Strong candidates will be inspired by the young people who are dedicated to transforming their lives and their communities by attending and graduating from college. This should translate into a commitment to continual learning about the communities served and a fierce optimism about the tremendous opportunity to bring about lasting change.





## Minimum Qualifications

We seek an individual with a minimum of five years of experience in an Executive or Director role in a nonprofit or for-profit organization. Demonstrated experience leading and creating successful fundraising strategies is required. Professional experience as a key spokesperson for an organization and reporting to a Board of Directors is preferred. Candidates should have strong people, operational, and financial management skills. Candidates must bring a deep commitment to social justice, equity, and equality, and view education as a vehicle for young people to achieve these goals. A bachelors' degree is required.

## To Be Considered

CAN is a progressive, equal opportunity employer and is committed to assembling a diverse and talented staff. CAN encourages candidates of color, first generation college graduates, or candidates with national service experience to apply. Cover letters expressing your passion for the mission and fit for the role should be addressed to Mikkell Roeland.

*The search for the Executive Director is being assisted by a team from Waldron:*

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Waldron is honored to work with College Access Now in the search for an Executive Director. College Access Now does amazing work, and we are doing our best to recruit a talented team member who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.