

Date Posted: 06/27/2011

**University of Houston  
Graduate College of Social Work**

**JOB OPPORTUNITY POSTING**

**Job Title:** Partner, Pathway's Fund

**Employer/Agency:** New Profit, Inc. (Cambridge, MA)

**Job Description:** In 1998, founding partner Vanessa Kirsch brought together a team of leaders from the business and nonprofit sectors to explore new approaches for supporting nonprofit organizations. This group formed New Profit Inc., a nonprofit venture philanthropy fund that exists to help social entrepreneurs and their organizations dramatically improve opportunities for children, families, and communities.

To achieve this mission, New Profit provides multi-year grants and strategic support to social entrepreneur-led nonprofit organizations with the potential to create significant, long-term impact on the lives of low-income Americans by tackling persistent social problems in education, workforce development, public health, and other critical areas. With the support of individual philanthropists and its signature partner, Monitor Group, New Profit has committed more than \$65 million in financial and strategic resources to 27 bold organizations committed to social change, including Teach For America, Year Up, and Health Leads.

**About the Pathways Fund**

The Social Innovation Fund (SIF) is a new competitive grant program housed at the Corporation for National and Community Service (CNCS) designed to expand innovative solutions to social sector problems with evidence of strong results in communities throughout America. New Profit is honored to be selected as a SIF intermediary organization and, in this capacity, has launched the Pathways Fund, which is dedicated to serving low-income youth transitioning from high-

school to post-secondary education and productive employment.

The Fund grants dollars and provides necessary support to scale six of our nation's most promising social innovations focused on youth development, specifically focused on helping these organizations develop their base of evidence and expand their programs to serve 20,000 more low-income people in their teens and twenties, in addition to the thousands they already serve. In addition, these organizations are collectively replicating to several new cities over the next five years, reaching many locations across the country that have not yet benefited from their innovative programs.

### **About the Position**

New Profit is seeking an experienced, strategic, entrepreneurial leader to help manage the Pathways Fund and its portfolio of nonprofit organizations. Over the next five years, the nonprofits in the Pathways Fund will deepen their impact in existing locations, replicate to 3-5 new cities, and create new proof points that link education and workforce development efforts to serve as the basis for major social reform. The Partner will play a key role in supporting high-potential organizations to achieve their goals to grow their base of evidence and scale their organizations. In addition, the Partner will be a member of the learning community of the Social Innovation Fund convened by Corporation for National and Community Service to help the government find new ways to foster social innovation. The Partner will contribute to overall leadership of the fund, including helping to create and execute the Pathways Fund's strategy, managing the Pathways Fund's nonprofit portfolio and funder team, and representing New Profit and the Pathways Fund externally.

### **Portfolio Support**

- Build and lead relationships with social entrepreneurs and their organizations—act as a strategic thought partner to the entrepreneur and her/his leadership team on a broad range of strategic and operational issues
- Help organizations make critical choices and execute against plans to increase impact;

develop strategic growth plans, economic models, and metrics; and help to build leadership, governance, and overall organizational capacity

- Work with the Director of Evaluation to create and guide compelling evaluation plans for each organization
- Serve as an active board member for portfolio organizations and play a key role in board development

#### **Fund Leadership**

- Create and execute the Pathways Fund strategy with the team in a collaborative manner
- Support the development of the Pathways Fund portfolio; hone New Profit's approach to driving impact
- Contribute to the learning community of the Social Innovation Fund convened by the Corporation for National and Community Service in a meaningful way
- Cultivate and maintain a network relationships with philanthropic partners, government officials, and others interfacing with social innovation and entrepreneurship
- Enhance the development of junior team members through coaching and mentoring

#### **Qualifications:**

The successful candidate will possess the following professional and personal abilities, attributes, and experiences:

Demonstrated passion for and commitment to New Profit's mission through experience in one or more of the following areas:

- investing in or consulting to entrepreneurial organizations during a high growth phase
- working in nonprofits or foundations
- driving organizational change and transformation
- A successful track record of 10+ years in senior management positions of increasing complexity and responsibility
- Experience leading and bringing a solutions-driven approach to complex projects in an entrepreneurial fast-paced environment
- Demonstrated experience building/managing

professional relationships and coaching/ developing talent; all with a collegial and team-building approach that puts others at ease and engenders trust

- The ability to actively listen, with an appreciation for nuance in communication; a consultative stance
- Outstanding analytical skills; demonstrated ability to quickly assess situations, identify trends, develop solutions, and translate insights into high level guidance and tactical execution
- Excellent verbal and written communication skills, with the ability to represent New Profit and portfolio organizations in a professional, engaging, and dynamic manner
- A lively, curious and creative intellect, and a style that includes flexibility, evenness and a sense of humor
- Experience and/or content knowledge regarding college access and persistence, workforce development and/or workforce training preferred
- Relentless customer orientation and an eagerness to “roll-up ones’ sleeves”
- Graduate degree; MBA or MPP preferred

**Salary/Hours:** Salary DOE/Full-time

**Employer/Agency:** New Profit, Inc.  
**City, State:** Cambridge, MA

**Application Method:** Due to the pace of this search, candidates are encouraged to apply as soon as possible, and applications will be reviewed as they are received. Applications including a cover letter describing your interest and qualifications, your resume (in Word format), salary history, and where you learned of the position should be sent to:

[NP-Partner@nonprofitprofessionals.com](mailto:NP-Partner@nonprofitprofessionals.com).

In order to expedite the internal sorting and reviewing process, please type your name (Last, First) in the subject line of your email.

**Opening Date:** Immediately

***If your response to this job posting results in successful employment, please email the GCSW Office of Alumni and Career Services at***

***[mswjobs@sw.uh.edu](mailto:mswjobs@sw.uh.edu) with the hiring details of your new job opportunity.***

***Thank you***