



## President and Chief Executive Officer, MENTOR California

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### THE OPPORTUNITY

MENTOR: The National Mentoring Partnership (MENTOR) is the unifying champion for expanding quality youth mentoring relationships in the United States. For more than 25 years, MENTOR has served the mentoring field by providing a public voice; developing and delivering resources to mentoring programs nationwide; and promoting quality for mentoring through evidence-based standards, innovative research and essential tools. MENTOR has developed and supports a national collective of Affiliates that provide regional, state and local leadership and infrastructure necessary to support the expansion of quality mentoring relationships. Together, we engage with the private, public and nonprofit sectors to ensure that all youth have the support they need through mentoring relationships to succeed at home, school and, ultimately, work.

On behalf of an advisory group consisting of partners from Venture Leadership Consulting, we are thrilled to launch MENTOR California, a collaboration with MENTOR: The National Mentoring Partnership and a project of Community Initiatives. MENTOR California is an advocate for the expansion of quality mentoring and a resource for mentors and mentoring initiatives across the state of California.

MENTOR California will work collaboratively across sectors to support existing and emerging organizations that provide mentoring services to youth by:

- Expanding the capacity of agencies to provide high-quality mentoring programs
- Ensuring quality standards in all mentoring efforts
- Significantly increasing the number of youth in quality mentoring relationships
- Convening local mentoring providers, and promote networking, collaboration, and shared learning
- Leveraging and expand the human, financial, and in-kind resources dedicated to mentoring initiatives
- Expanding the number and types of organizations – nonprofits, faith communities, corporations, schools, civic groups, and universities – that are equipped to start, manage, and expand a mentoring initiative
- Advocating for legislation, policies, and funding that support the mentoring movement locally and statewide

MENTOR California will play an important role in building the state's mentor base, coordinating and streamlining existing mentoring efforts where services are overlapping, identifying funding streams to reach youth in communities not currently reached, and connecting organizations to high-quality training opportunities delivered through an equity lens.

We seek a well-connected, experienced, visionary leader to launch MENTOR California. The President and CEO will be instrumental in developing the statewide strategic plan, engaging a broad cross section of stakeholders to support the work, and building a sustainable and effective initiative. A successful President and CEO will build and strengthen mentoring and youth development networks and partnerships, lead fundraising efforts, and inspire a team of senior staff. While the role will be based in the Bay Area, MENTOR California's work will engage mentoring programs across the state. Successful candidates will balance "big picture" strategic thinking with the administrative know-how of a results-oriented manager and a track record of building partnerships and community collaborations. The President and CEO will build a team over the next several years, adding at least two director-level leaders to engage the Greater Los Angeles and Central Valley areas, as well as growing a team of staff and consultants to support the effective implementation of the strategic plan.

We work in a fast-paced environment that values learning and an entrepreneurial approach. Knowing its importance to the success of our work, MENTOR California is committed to diversity, equity and inclusion, and we aspire to build a diverse team across our network. Please be sure to submit your resume and a thoughtful cover letter that explains your interest in the role and our organization. We appreciate your time and will review and respond to all applications received.

### **TO APPLY**

*To apply to this position, please have an updated resume and thoughtful cover letter ready and complete the [online application](#). Please contact us (via email at [mentor@positivelypartners.org](mailto:mentor@positivelypartners.org)) for any assistance needed in completing the application.*

## **KEY RESPONSIBILITIES**

### Strategy and Leadership

- Spearhead the strategic planning and start-up effort of MENTOR California in partnership with local stakeholders including philanthropy, nonprofit organizations, corporate executives and government agencies to guide the organizational plan, benchmarks, and outcomes
- Develop, maintain, and support a strong governance committee of key donors; serve as ex-officio and seek and build committee involvement with strategic direction
- Develop, maintain, support and grow the MENTOR California Advisory Board
- President and CEO will report to the Chair of the MENTOR California Advisory Board

### Fundraising, Advocacy, and Communications

- In partnership with MENTOR's national fundraising team, create and implement a fundraising strategy that builds on existing relationships with philanthropy, supports the implementation of the strategic plan, and leads to organizational sustainability
- Create a marketing and communications plan that elevates the issue of mentoring, drives mentor recruitment, and positions MENTOR California as a key community resource
- Advocate and build public awareness, both individually and with partners, to mobilize leaders for support of youth mentoring at the local and state levels with MENTOR California and with MENTOR at the federal level

## Programmatic and Operational Management

- Implement initiatives and projects that galvanize key stakeholders including mentoring program providers, corporations, government agencies, schools, institutions of higher education, and faith-based organizations and develop the appropriate services, trainings, or technical assistance needed by various sectors
- Hire, supervise, and support staff to deliver on strategic outcomes and maintain a positive climate that attracts and motivates a diverse staff
- Oversee and manage all aspects of day to day operations, including financial management, office administration, facilities management, human resources, compliance, and insurance
- Actively participate in MENTOR's Affiliate Network and engage in building competency related to the key core functions of a MENTOR Affiliate
- Promote research based best practices in Mentoring and Youth Development including awareness and practice of cultural competence

## QUALIFICATIONS & EXPERIENCE

There are innumerable ways to learn, grow and excel professionally. We respect this when we review applications and take a broad look at the experience of each applicant. We want to get to know you and the unique strengths you will bring the work. This said, we are most likely to be interested in your candidacy if you can demonstrate the majority of the qualifications and experiences listed below:

- Track record of servant leadership with a generosity of spirit that seeks to learn from and understand others in an effort to achieve excellence
- Demonstrated ability to create an inclusive team culture by leveraging team members from diverse backgrounds and with diverse points of view
- Substantial leadership experience, including at least five years of managing a team to reach challenging objectives. Experience working with or within the private sector a plus.
- Experience with and passion for leading an organization serving youth and/or promoting mentorship
- A proven ability to work effectively with a board of advisors and volunteer committees
- Knowledge of the California philanthropic community as demonstrated by a well-developed professional network that stretches into community-based organizations and the youth development space
- Proven fundraising experience (or clearly transferable skills) that can be leveraged to raise monies from corporations, foundations and individual contributors
- Entrepreneurial self-starter; capable of self-management in a complex environment with multiple stakeholders
- Excellent presentation, verbal and written communication skills that can be adapted based on audience
- Strong strategic thinking and organizational development skills with an ability to use data to make decisions and to translate strategy to action
- Bachelor's degree from an accredited institution required; relevant advanced degree preferred

## COMPENSATION & BENEFITS

MENTOR California offers a comprehensive compensation package.

## **ABOUT MENTOR**

MENTOR'S vision is that every young person has the supportive relationships they need to grow and develop into thriving, productive and engaged adults. Together, we engage with the private, public and nonprofit sectors to ensure that all youth have the support they need through mentoring relationships to succeed at home, school and, ultimately, work.

### **-----EQUAL OPPORTUNITY EMPLOYER-----**

*Community Initiatives/MENTOR California is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to age, race, color, religion, creed, sex, sexual orientation, gender identity or expression, national origin, marital status, disability or protected veteran status, genetics, or any other status or characteristic protected by federal, state, or local law. Community Initiatives/MENTOR California is compliant with the American with Disabilities Act and we are committed to making special accommodations for your interview or work as a member of our team. If specific accommodations are needed, please notify [krothschild@positivelypartners.org](mailto:krothschild@positivelypartners.org) and we will work to accommodate your needs.*