

Center for Urban Transformation (CUT) Executive Director

Sorrell is pleased to partner with the Center for Urban Transformation (“CUT”) in its search for an entrepreneurial and passionate visionary for its Executive Director position.

CUT is an exciting start-up organization representing a unique collaboration of organizations committed to develop innovative strategies for transforming the 5th Ward neighborhood and be a model for other neighborhoods. CUT’s mission is to create opportunities for 5th Ward families to overcome the adverse effects of racism, poverty and other inequities by implementing programs that encourage growing prospects for survival and success.

The 5th Ward, one of Houston’s oldest and most impoverished neighborhoods, while amidst revitalization, has systemic problems that are rooted in inequitable access to resources, generational poverty, and environmental blight – all of which are impediments to creating a community of choice where people enjoy living, working, and playing.

To build on the momentum of growth and revitalization in 5th Ward and to address unmet needs, CUT was launched under the collaboration of the Fifth Ward Community Redevelopment Corporation, a 30- year-old housing and economic development nonprofit; Pleasant Hill Ministries, a 93-year-old church; Houston Habitat for Humanity; Legacy Community Health, which operates the local health clinic; and the Berg & Androphy law firm. To learn more, please visit: www.fwtransformation.org.

The CUT is focused on five core approaches:

- Incubate new programs that cross sectors and address gaps in services
- Coordinate services among partners in a systemic way
- Use research and data to improve services
- Build leaders in the community
- Train professionals in diverse and relevant fields to understand the needs of Fifth Ward

The CUT provides several programs and initiatives. Its Juvenile Justice Diversion program seeks to break the school-to-prison pipeline by offering case management, restorative justice-based activities, and mentorship to youth involved in the justice system. Its restorative justice work extends beyond juvenile justice to also provide training in empathy-based conflict resolution to community members and others. CUT also provides wrap-around services, helping families access to legal services, food, rental and crisis assistance, workforce development and more. Finally, CUT is launching an initiative to bring together community stakeholders to strategically address social determinants of health and reduce health outcome disparities.

Please see below a description of the responsibilities of the position and desired qualifications we are seeking for our Executive Director.

Essential Duties of the Position

Board development, community engagement, and communications

- Support CUT board development by recruiting additional members, managing communications, preparing for meetings, and completing tasks identified by the board for governance
- Build and manage relationships with other partners outside of the collaborative and essential to the success of the CUT, including elected officials, business partners, civic leaders, and other community organizations
- Facilitate the 5th Ward Public Safety Leadership Council and Health Initiative Council.
- Manage and monitor partnership agreements so that partners are clear on their roles, responsibilities and benefits
- Prepare and manage reports and communications to board, funders and partners
- Build relationships with community leaders in order to build trust, stay updated with local issues,

understand diverse local perspectives, and develop a nuanced view of how CUT can best impact the neighborhood

- Develop and implement a communications plan that engages both community members and organizations through various methods including presentations and online communications

Planning, project management and fundraising

- Draft and implement project plan(s) to implement the priorities in the CUT Strategic Plan, with clear timelines, tasks and resources
- Develop and define the objectives and outcome targets for the CUT, integrating the vision for the CUT, the goals for the collaboration, and community needs. Do so in partnership with staff and board.
- Develop and manage a budget for implementation and for operations
- Determine and execute plan to measure and report outcome metrics for short-term and long-term CUT objectives
- Lead strategic fund development and fund raising to sustain the organization and meet the needs of growth
- Recruit, orient and on-board staff in coordination with current staff and according to organization chart and board direction
- Oversee programs, ensure quality services, and oversee data management
- Prepare and enforce policies to ensure consistent and high-quality programs, services and initiatives

Service provision and staff management

- Supervise program and case managers for juvenile justice diversion program.
- Ensure quality services for juvenile justice diversion by overseeing and planning for staff training, data management, and service provider relationships
- Manage consultants as necessary, including consulting leading the Social Determinants of Health initiative under CUT

Desired Competencies and Personal Attributes

- Strategic thinker and visionary
- Familiar with systems-approach to social change and reform
- Able to both listen to and influence decision-makers within and outside of the collaboration
- Passionate about equitable community development with a career commitment to social justice
- Excellent communication skills and able to deliver complex messages to diverse audiences
- Integrates compassion into all aspects of work
- Able to lead and coach others to lead

Qualifications

- At least seven years of relevant work experience with progressively increasing responsibilities and at least one year of experience managing staff.
- Master's degree preferred in a related field such as social work, public policy and public administration, law, etc.
- Have an entrepreneurial spirit in order to build on the successes of CUT as a start-up organization, continuously strengthen its foundation, and be adaptive in a fast-paced environment
- Ready to engage in fund development and fund raising
- Experience managing a budget is preferred
- Experience in strategic planning, systems analysis, program design and program management will serve you well in this position
- Enthusiasm to partner with diverse communities and work alongside people of diverse backgrounds
- Preference given to those who have experience working with marginalized and/or vulnerable populations

Compensation

Compensation is competitive for nonprofit startups and commensurate with experience. Attractive benefits package and ongoing training are included.

Application and Referral Process

Applicant review is currently underway and will continue until the candidate has been selected. To nominate or be considered for this position, please contact Laura Sorrell at laura@sorrellco.com / 713.854.5351 or Priscilla Plumb at priscilla@sorrellco.com / 281-224-0881. All inquiries will be held in confidence. The CUT is committed to providing a productive and safe environment. To achieve that goal, Sorrell and/or the organization will conduct background and reference check investigations for all final applicants being considered for employment.

About Sorrell

Sorrell is a highly relational provider of executive recruiting. Our mission is to serve as partners with our clients to accelerate their efforts to attract, hire and retain talent that impacts the future of the organization. For more information, call 713.840.1870.