

OneGoal

Senior Director of External Affairs

Repos to: Angela Wedlick, Regional Vice President

Start date: November 1, 2021

Location: Houston, Texas

Application Deadline: September 21, 2021

About OneGoal

Despite decades of work and millions of dollars invested, the degree divide continues to be one of our nation's most complex and critical injustices, with deep roots in systems of oppression and racism. Only 22% of students from low-income communities earn a college degree, compared to 67% of their peers from high-income areas.

COVID-19 further exposed and exacerbated inequity, with communities of color and those in low-income areas impacted at disproportionately high rates. We are looking for individuals to join us in our fight for equity during this extremely critical time.

- OneGoal has grown from a small afterschool program serving just 32 students in Chicago to a nationwide movement that is serving some 12,500 students in six communities.
- Our model, honed over 14 years, has three core differentiators: A rigorous, culturally relevant content and experience, cohorts of students who can support each other over the course of three years, and a teacher who supports our most vulnerable students' long-term ambitions.
- 88% of OneGoal high school graduates enroll in a postsecondary institution and 79% of those who enroll persist one year after high school.

About OneGoal- Houston

Only 12% of students in Houston from low-income communities earn a college degree, compared to 86% of their peers from high-income areas. At OneGoal, we believe that all students – not just those with the best grades or the most resources – have the ability and deserve the opportunity to earn a postsecondary degree. What's more, we have developed a solution that works, and we believe this problem is solvable within our lifetime. For more information about the Houston Region, click [here](#).

The Person

You believe – and your work has demonstrated your belief – that all students can earn a degree and the life that comes with it. As Senior Director of External Affairs, you, alongside the Regional VP, will be responsible for setting vision, direction, and strategy for the Houston Development Team. You're chiefly responsible for engaging the internal-facing development team and external-facing constituents (board and donor base) to meet and exceed our annual KPIs while maintaining a strong internal culture that fosters a high level of engagement that produces highly effective teams.

You will do this by:

- Setting the direction and strategy for the OneGoal Houston Development team, including building mid-range goals, strategies, and campaigns across foundation, corporate, individual and public funding streams
- Designing equitable and innovative strategies to influence and motivate new and existing external constituents to invest in our work, at \$2.25 M in this fiscal year and growing each of the next few years
- Effectively managing your team of development directors to make strategic decisions, track progress-to-goal (PTG), design aligned artifacts and materials, build successful external events, and effectively communicate our narrative in external/internal spaces
- Provide direct support to the Executive Director to set board vision and engagement strategies and manage communication including: impact reports and monthly board updates.
- Consistently and effectively track and communicate our PTG internally, organizationally and externally through multiple mediums.

The Senior Director of External Affairs is likely to see himself/herself/themselves in the following examples as they are designed to help you determine if this opportunity aligns with your own passion, purpose, skills, and experiences.

You are a strategist/synthesizer.

- You like to explore and build innovative approaches and have designed new ways of doing things. You make connections, determine fits, and build plans that are responsive to interlocking and evolving challenges and opportunities.
- Contingency planning and problem solving excite you, and working to streamline and improve systems gives you energy.

You are a leader and collaborator.

- You connect your success to the success of those you work with, and believe in both shared responsibility and mutual accountability.
- You leverage strengths and believe in clear expectations and regular, honest feedback are the cornerstones of growth.
- As a manager, you believe in the inherent potential and capacity of people, and you seek to empower your team to become leaders and agents of change, to grow and thrive and to ultimately share in building OneGoal- Houston.

You are a compelling and inspiring communicator and it is rooted in your beliefs.

- You've developed materials and talking points that have resulted in impact and building champions in your work. You have a unique ability to understand others' perspectives and motivations and adjust your messages, approach and design based on your audience.
- You get energy from meeting others and they are inspired when they meet you. When you meet someone, you are able to understand what motivates them, communicate why our work matters, and connect their interests to investing in OneGoal.
- You are an exceptional communicator with experience winning people over. It's energizing to "close the deal," and you will not give up easily when you have identified someone who is a strong fit.
- Your written and verbal communication shines whether meant for a new intern or a founding Board member.

You believe in people and the promise of humanity and are committed to equity and inclusion

- You believe in an inclusive and culturally competent society and the essence of our commitment to diversity and inclusion.
- You seek to understand and celebrate the unique identities of the individuals with whom you interact; you advocate for and elevate the voices of marginalized people and communities especially those from which our Fellows come; you integrate your knowledge, skills and mindsets related to diversity and inclusion into every aspect of the work.
- You continuously build your understanding of privilege and oppression especially within the context of our country, education system, and college divide.

You hold and act on a deep conviction that the degree divide is one of our nation's most critical injustices, with deep roots in systems of oppression and racism.

- You believe that our Fellows face real, systemic challenges that hinder their ability to achieve a college education. Yet, you understand that those challenges are surmountable – though not easy – through a program like OneGoal that leverages highly effective teachers to support young people to and through college. You know the work isn't easy but you also know that our Fellows deserve nothing less.
- You take an equity-centered approach to your work and actively work to uproot the barriers and mindsets that impede opportunity for our Fellows and our work.

- In your development work, you are committed to influencing others to gain and act on an understanding of the barriers our Fellows face and become champions of addressing that injustice.
- You believe in an inclusive and culturally competent society and will actively live out our commitment to diversity and inclusion.

Additional Qualifications:

- Bachelor's Degree (Required)
- 3-5 years development experience (Required)
- Lived experience of the Fellows we serve (Preferred)
- Previous experience managing teams (Preferred)
- Demonstrated experience managing development campaigns of \$2M and above (Highly Preferred)
- Understanding of the Houston philanthropic and education landscape (Preferred)
- Willingness to travel to external stakeholders across Houston
- Entrepreneurial and a self stater with the ability to succeed in an innovative environment; ability to navigate uncertainty and persevere through challenges

Our Team

Guided by a clear set of core values and beliefs, you will join an impressive group of more than 150 OneGoal staff across the country who believe in the untapped potential within students. The OneGoal team challenges themselves and others to regularly ask, "Is there a better way?"

The Tangible Good

We offer a competitive compensation and benefits package* which includes medical, dental, vision, short-term disability, long-term disability, life insurance, retirement matching, paid parental leave, and more. We also offer a generous paid time off policy, including 20 paid vacation days, holidays and 6 wellness days (flexible sick time).

*OneGoal reserves the right to change benefits at anytime according to business need.

You believe in people and the promise of humanity and are committed to equity and inclusion

You believe in an inclusive and culturally competent society and the essence of our commitment to diversity and inclusion. We believe that in order to create the change we seek, each person we hire brings a remarkable and diverse set of experiences, skills and characteristics that individually and collectively, will contribute to the radical change needed to move us towards a more equitable and just nation.

Throw Your Hat in the Ring

Please use the ["Apply For This Job Now"](#) link to complete an application, which includes attaching an updated resume and cover letter.

If you require a reasonable accommodation to submit an application or to participate in the application or interview process, please reach out to our Human Assets Team to request an accommodation. Our Human Assets Team can be contacted at 773- 321-2630 or HumanAssets@onegoalgraduation.org.

OneGoal is an equal opportunity employer and does not discriminate against any employee or applicant for employment because of actual or perceived sex, race, color, ancestry, citizenship, ethnicity, national origin, religion, age, disability (mental or physical), sexual orientation, gender identity or expression, marital status, pregnancy, breastfeeding or related medical condition, parenthood, genetic characteristic or information, military or veteran status, marital status, or any other characteristic protected under federal, state, or local law.