Are you passionate about closing the opportunity divide for young women?

Are you looking for a career that directly impacts the lives of young Latinas and Women of Color?

JOIN CHICA PROJECT TODAY

ABOUT US
Chica Project (CP) is a nonprofit organization comprised of diverse leaders, professionals, and volunteers throughout Massachusetts. Our network of accomplished multicultural women empower girls to recognize their strengths and build the self-efficacy needed to embark on pathways to economic success.

ABOUT THE ROLE
Chica Project is looking for an experienced leader to take the organization through a strategic planning process, broaden collaborative partnerships, and to expand programming into new markets, including fee for service programs. Since the organization’s founding 10 years ago, Chica Project has experienced solid growth in recent years. The organization was incorporated as an independent 501(c)3, and an efficient and talented professional team has since been strengthening programming and hiring talent to support the organization’s important mission. This focus on building the capacity and systems to support planned growth is backed by $1M in funding and a 140% increase in funding year-over-year, despite the pandemic. This is an opportunity to lead a healthy organization into its next stage of growth and impact.

QUALIFICATIONS
We encourage candidates to apply who may not have every single qualification, yet have significant, relevant skills and experience that would allow them to succeed in this role.

- BA is required, MA preferred, or in place of degrees, significant specialized experience running a nonprofit organization of a similar size and mission as Chica Project.
- 10+ years of management and executive leadership experience.
- Ability to take a strongly rooted and recently independent organization to the next level of its growth phase.
- Prior youth or education work experience with a diverse student and family demographic, with a priority on successful program development.
- Demonstrated ability to build and promote belonging and valuing diverse cultures.
- Strong staff management skills, including team building, talent development and coaching skills; plus recruiting, onboarding, training and ongoing support and learning for staff.
- Strong project management skills
- Success with non-profit finances, including cultivation of individual donors, corporate funders, foundation grants, and creating and managing a $1M budget

APPLICATIONS DUE JANUARY 28 – LEARN MORE AND/OR APPLY HERE
RESPONSIBILITIES

Strategic Direction and Organizational Leadership
- Lead strategic growth through innovation; develop and implement strategic plans and new market expansion, including developing our fee for service model.
- Provide leadership to the Board of Directors; build board commitment to strategic priorities.
- Lead day-to-day human resource management, with a focus on accountability and quantifiable metrics for all staff; create staffing plans to support growth.
- Lead by example with a collaborative leadership style, foster a positive team culture.

Programming and Program Evaluation
- Set strategy for Community-Based Program, School-Based Program, and all partner events.
- Ensure ongoing local programmatic excellence through program evaluation and tracking of longitudinal metrics, effectively communicate progress to the constituents.

Fundraising and Financial Management
- Manage the financial health of Chica Project.
- Develop and oversee fundraising strategy, build broad community support.
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- Represent the organization in fundraising matters and lead individual donor cultivation and relationship, develop donor recognition.

Marketing and Communications
- Serve as the lead public face to promote and encourage stakeholder & partnership engagement, Positively promote the organization and its mission.
- Lead on marketing, communication, and branding with the goal of creating a stronger brand.

BENEFITS

- Annual 5% cost of living increase
- Annual personal growth and professional development stipend
- Annual end of the year gratitude bonus
- Flexible hybrid schedule
- Healthcare coverage (80%) and dental insurance
- Individual and shared software subscriptions
- Monthly cell phone and internet reimbursement
- Ten sick days/personal days
- Three-week paid vacation
- Two-week bereavement paid and protected leave, per MA state employee policy
- Unlimited menstrual leave for people with uteruses