

## Director

### *Johnson Center for Learning & Impact*



#### **ABOUT THE POSITION:**

Isles, a nationally recognized nonprofit community development and environmental organization founded to foster self-reliant families in healthy, sustainable communities, is looking for a Director of the recently founded **Johnson Center for Learning & Impact**. The successful candidate will lead a unique *'think, learn, and teach' Center based upon Isles' on-the-ground work*. They will adeptly lead and coordinate operations of the Center, working effectively with universities, policy leaders, and other public, private, and community-based stakeholders.

#### **ABOUT THE JOHNSON CENTER FOR LEARNING AND IMPACT:**

Drawing on over 40 years of sustainable community development experience, the Johnson Center connects the grassroots learning of community development with research, education, and policy expertise to create real systems change. The Center's goal is to help other organizations cast their attention upstream to the sources of urban challenges and the "systems" that propagate them. The Center will partner with others that share and benefit from our learning: colleges and universities, community-based organizations, policy think tanks and public opinion leaders. The Johnson Center helps scale Isles' impact through research, data and mapping, advocacy, public education, training of future leaders, and supporting community development and environmental organizations working in challenged communities.

#### **ABOUT ISLES:**

Founded in 1981, Isles reaches thousands of central New Jersey residents every year with at-risk youth job training, real estate development, financial capability training, homeownership counseling, community gardening, environmental health and education, community organizing, and regional planning. From Isles' inception, diversity & inclusion have been key to our success. We are an Equal Opportunity Employer that values people with different strengths, experiences and backgrounds, who share a passion for improving people's lives.

#### **WHAT IT'S LIKE TO WORK FOR ISLES:**

Isles strives for impact while maintaining a healthy work-life balance and a positive, team-oriented atmosphere. Our team consists of over 70 employees plus a corps of volunteers, interns, and an engaged Board of Trustees. No matter who you are or where you come from, you are welcome here. At Isles, we embrace individuality, support personal growth, and recognize the value in second chances. Isles affirms that inequality is detrimental to our employees, our clients, and the communities we serve. We support an inclusive workplace, where associates excel based on personal merit, qualifications, experience, ability, and job performance.

#### **POSITION OVERVIEW:**

Reporting to Isles' COO, the Director will oversee Johnson Center operations including staff and budget. Primary responsibilities will be to design, develop, and implement the following:

- ❖ Organization-wide research and policy agenda, identifying relevant applied research areas that utilize our on-the-ground experience and long-standing relationships.
- ❖ In-house data infrastructure, creating a "Healthy Region" dashboard with key indicators of social, environmental, and physical health.
- ❖ Higher education partnerships to develop priority research projects and integrate students, interns, faculty, and others in community-based research.
- ❖ Technical assistance (webinars, trainings, manuals, etc.) for community-based organizations.

### WHO WILL BE SUCCESSFUL:

Leaders at Isles thrive because they are passionate, persistent, curious, creative, open-minded, flexible, self-directed, and willing to learn from mistakes. They are results-driven, detail-oriented, and responsible. They work collegially with talented staff and want to help all succeed.

The successful candidate will:

- ❖ Build on Isles' relationships with colleges and research institutions and develop a robust network of connections with state and regional think tanks, policy institutes, and policy-oriented nonprofits.
- ❖ Take full advantage of Isles' experience and capacity to learn on the ground

### RESPONSIBILITIES:

- ❖ Manage day-to-day Center operations and logistics
- ❖ Effectively oversee staff and interns
- ❖ Ensure Center relationships are built, cultivated, and improved over time
- ❖ Facilitate communication between Isles staff to connect Isles services to Center activities
- ❖ Design, develop and execute work and projects that are high in quality, demonstrate operational excellence, and ensure overall Center success
- ❖ Synthesize primary, secondary, and tertiary data in real-time, and recommend paths to support the Center's mission and supporting teams
- ❖ Build, maintain, and monitor reports, dashboards, and metrics to evaluate performance; correct and improve as necessary within the scope of the Center's mission

### QUALIFICATIONS:

- ❖ Advanced degree in public policy, behavioral or decision science, economics, social sciences or related fields
- ❖ Research and design experience with community-based, social service and/or other nonprofit organizations
- ❖ Minimum four years of experience with quantitative and qualitative research methods focused on organizational impacts and outcomes
- ❖ Demonstrated proficiency in writing, editing, and presenting to address, inform, and influence a variety of audiences
- ❖ Ability to thrive in a collaborative work setting; sharing and fostering open discussion of ideas and collaborating around actions
- ❖ Knowledge of and experience with implementing human-centered design projects
- ❖ Commitment to diversity and inclusion as key strategies toward broad-based institutional excellence, representing a range of perspectives, thought, and actions
- ❖ Familiarity with multiple approaches to statistical analysis
- ❖ Experience in managing projects and budgets, and prioritizing work to meet deadlines
- ❖ Experience with and commitment to effectively manage and develop people to meet organizational goals and support inclusion and professional development
- ❖ Familiarity with asset building, savings, racial wealth equity, and consumer finance fields
- ❖ Ability to manage relationships and to communicate well interpersonally using tact and diplomacy

**Ambition and Vision** - Ability to take initiative, be proactive, and design own list of projects and priorities given the wide degree of creativity and latitude; self-motivated

**Temperament and Eloquence** - Exceptional written and verbal communication skills; able to represent Isles in a professional and personable manner and build relationships with a wide-range of people; able to use both "head and heart" methods of persuasion

**Mission-Related Knowledge** – Capacity to drill down into research details while still appreciating the bigger picture and supporting Isles’ mission

**Positive Workstyle** - Ability to work with a positive and professional attitude with diverse personalities in a team or individually

The Director’s work involves remaining in a stationary position most of the time in front of a computer, using a keyboard, mouse, and telephone. They will regularly operate a computer and other office equipment and occasionally move about the work site to access file cabinets, office equipment, etc. They will often communicate or exchange information with co-workers and other individuals in person or electronically.

**Position Details:** Exempt, 40 hour/week position, flexible schedule. Salary: \$75,000-90,000 plus Comprehensive Medical, Dental, Vision, and FSA benefits, 401K with company match, and a generous PTO policy.

**Please send a cover letter, resume and recent writing sample to [hr@isles.org](mailto:hr@isles.org). Demonstrate your “fit” for this position and *specific* skills, experience, talents, and interest you bring to the table.**