



Title: Executive Director
Reports to: 15-member Board of Directors
Salary: DOQ
Organization Budget: \$800,000 (Expected FY 2012)

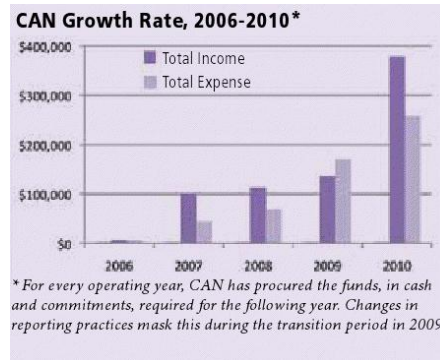
CAN is looking for our next generation of leadership to advance our work focused on supporting economically disadvantaged high school students in Seattle as they reach for success through admission to college. In each of our first six years, the organization has grown dramatically and we are excited to welcome a new leader to help us expand our impact and make a difference for students to be successful in graduating from high school, and going to college. This is unique opportunity to take a well-established organization, with a strong board, excellent funding relationship and a stellar staff and program to the next level.

The Organization:

For the past five years, College Access Now has created opportunities for over 500 students who are in the first generation of their families to attend college. 100% of CAN seniors have earned college admission. College Access Now (CAN) is an innovative program dedicated to making college a possibility for talented, motivated and economically disadvantaged students. CAN actively recruits juniors and seniors from low-income families whose parents did not attend college, and works with them to research and apply to colleges, secure financing, and prepare for the transition to their chosen college. Over 90% of CAN seniors have gone on to enroll in college.

Expand, Evolve, Invest! Over the next five years, CAN aims to:

- Expand to support 10 schools and over 500 students in the Puget Sound region. Support expansion by building on our existing relationships throughout the region, increase and diversify our funding sources, and build awareness of the importance of college access to all.
- Evolve our college persistence program to incorporate what we learn about how students can overcome barriers to staying in college into CAN's high school curriculum, and increase alumni involvement.
- Invest in CAN's long term organizational health by implementing the most cost effective models of college access and success.



The combined CAN Classes of 2010 and 2011 represent the following:

- 92% are in the first generation of their families to attend college in the US.
- 100% of students come from low income families; 88% qualify for free and reduced lunch
- Over 94% of students are students of color.
- 30% of students are male and 70% are female.
- 50% of students reside with 2 parents, 43% with one parent, and 7% with a legal guardian.
- 47% of students speak English at home, while the rest speak a variety of languages

CAN seeks an Executive Director who is committed to our mission of advancing college prospects of motivated students who are economically disadvantaged and among the first in their families to go to college. The successful candidate will have a strong background and experience in fostering the development of a growing non-profit organization, including community, college and school relations, fund development, personnel management, program development and implementation, and fiscal management.

Essential Roles and Responsibilities include:

- Providing leadership in strategic planning and organizational direction to fulfill CAN's mission and grow the organization, including the expansion of CAN to serve additional schools.
- Working collaboratively with the Board of Directors, build and expand the board to enhance their impact and leverage expertise and energy of each member of the Board.
- Increasing and diversifying the financial base of CAN by building strategic funding relationships in the community, cultivating major donors, and raising CAN's profile in the community.
- Providing leadership and direction to CAN's staff, creating a positive environment focused on professional development, mutual respect, individual and organizational growth.
- Fostering strategic relationships in the community that provide a platform to serve as the public voice of CAN in the community, sharing the CAN story and promoting our work.
- Developing and maintaining positive and meaningful relationships and collaborations with school-based and community-based groups, as well as governmental and private programs, including AmeriCorps and VISTA.
- Establishing a culture of advocacy and policy support in the organization inclusive of full community engagement and support for CAN's work and impact.
- Overseeing the administration, operations and finances of CAN; including leading strategic planning, budgeting, and data-based monitoring and analysis to ensure program and operational effectiveness.

Attributes of the Successful Executive Director Candidate:

- Demonstrated leadership and management experience, including 7 or more years of relevant professional work experience.
- Bachelor's degree required.
- Passionate and committed to empowering economically disadvantaged students gain admission to college. Share CAN's values including integrity, transparency, accountability, respect and compassion.
- History of success raising awareness and established track record of strategic fundraising among a donor community committed to equity, education or economically disadvantaged populations. Builds effective and collaborative relationships with funders.
- Demonstrated effectiveness in building effective community collaboration and leveraging partnerships to further the mission of the organization.
- Ability to think and communicate, orally and in writing, at a big picture level to a variety of audiences.
- Demonstrated willingness and ability to work with a small, dedicated staff as the organization grows.
- Experience and great skill in Board relations, change management, organization development, and consensus building.
- Ideally the candidate will have experience working successfully with issues of education, access, public schools, or social justice/equity issues and a background growing an organization to maximize impact.

Applications will be accepted until the position is filled. Our preferred application deadline is February 17, 2012. Interested candidates should submit a letter expressing in detail why they are interested in the position of Executive Director of CAN, as well as what they believe they can contribute to the future of CAN and its student community. The letter should be accompanied by a current resume.

Materials should be submitted using our online job tool at:

<https://www.smartrecruiters.com/cgi-bin/WebObjects/frontoffice?fp1=53224727&fp2=741855770>

Questions can be directed to our Interim Executive Director and Search Manager at:

christine@hrstrategiesintl.com

CAN practices do not discriminate on the basis of age, race, national origin, ethnicity, gender, disability, sexual orientation, political affiliation or religious belief.