



POSITION SPECIFICATION

POSITION TITLE: Vice President, Social Enterprise Partnerships and Market Development

ORGANIZATION: REDF | Investing in Employment and Hope
www.redf.org

REPORTING RELATIONSHIPS: Chief Program Officer

LOCATION: Open /with a preference for San Francisco, Los Angeles, or Chicago

OUR CLIENT: REDF knows the power jobs can have in transforming lives and communities. They believe the opportunity to work should be available to everyone, everywhere.

This innovative organization works at the intersection where market forces meet social impact. They are funders and business experts who provide money, know-how, and access to networks to help build and grow social enterprises – mission driven businesses focused on hiring and assisting people who are willing and able to work, but have the hardest time getting a job.

As a result, thousands of people have found jobs and hope, and the 97 social enterprises REDF has invested in have earned more than \$165 million in revenue making this a cost-effective way to address chronic joblessness.

REDF is now taking what it has learned nationally and is creating a community of social enterprises, funders, businesses, and government entities that will partner to develop a national movement with the potential to create thousands of jobs and fundamentally transform pathways into the workforce.

OVERVIEW OF THE LEADERSHIP POSITION:

The Vice President, Social Enterprise Partnerships and Market Development will be a results-oriented leader who is passionate about advancing REDF's presence and impact in the key regional markets of Chicago, Seattle, Baltimore and beyond.

She/He will be a strong relationship builder that knows how to chart new territory, identify frontier markets for future investment, and motivate funders to strengthen the social enterprise field through REDF's national network.

This newly created position will advance the growth and adoption of social enterprise nationwide, accelerate the impact and number of double bottom line businesses and ensure more people get jobs, keep jobs, and have greater opportunities to achieve economic mobility.

KEY RESPONSIBILITIES
FOR THE VP:

Regional Social Enterprise Market Development

- Lead the design and implementation of place-based strategies for supporting social enterprises and the long-term employment of their beneficiaries.
- Represent REDF with key stakeholders and champions and manage staff and consultants supporting regional social enterprise market development in Chicago, Seattle, Baltimore and other key geographies outside of California.
- Build and manage REDF's corporate engagement strategy; broker hiring and procurement partnerships with employers to source talent from social enterprise in key geographies and open market opportunities for social enterprise products/services into consumer supply chains and B2B.
- Identify, cultivate and steward partnerships with philanthropy and non-profits, and government (working w/ VP Policy and California initiatives) in key markets to support social enterprises.
- Identify and establish regional/local partnerships with the public sector to better leverage resources and systems that support social enterprises growth and/or employee earning power.
- In coordination with the VP, Policy and California Initiatives, integrate policy into place-based strategies and assist with implementation of local policy,

- Represent REDF in Chicago, Seattle, Baltimore with key stakeholders and champions, manage staff and consultants supporting regional social enterprise market development.

Knowledge-Sharing, Management and Network Building

- Set the strategic direction for REDF's national practitioner network and knowledge platform- REDFWorks- and design and execute initiatives to grow the membership base and deliver documented impact of the network for members, funders and stakeholders.
- Oversee staff and consultants while ensuring their working knowledge and expertise is documented and shared.
- Manage a cross-functional approach to identifying, capturing and retrieving the information assets of the organization for internal and external audiences.
- In collaboration with VP, Policy and California Initiatives, engage and leverage REDF's national coalition/network of social enterprises to advance REDF's policy agenda.

REDF Senior Leadership Team

- Participate in REDF's Senior Leadership team to provide input on the 2016-2020 strategic plan and manage cross-team strategy implementation.
- Collaborate closely with the VP, Policy and California Initiative, to scale evidence/place based practices and policy strategies outside of CA, and the VP, Investments and Advisory Services, on REDF's direct funding activities in key markets.

QUALIFICATIONS AND CHARACTERISTICS:

- 10+ years of relevant consulting, corporate, philanthropic, government or non-profit experience with a bias for action and the understanding of/experience with social enterprise, business

accelerators, and workforce development.

- Track record of success in leading and partnering with teams to achieve results; prioritizing cross-team collaboration and connection to achieve team and organizational goals.
- Demonstrated ability to navigate corporate hiring and/or procurement systems. Adept at identifying and tapping into those who would champion REDF's work.
- Experience in initiating, cultivating, designing and implementing Corporate Social Responsibility (CSR), shared value or public-private partnerships for the benefit of REDF's target population.
- Proven track record in project management; ability to define and assign tasks, establish milestones and bring projects to a successful completion.
- Experience designing, negotiating, and implementing multi-sector partnerships with corporations, philanthropy, public sector, and non-profits in the workforce space (or other relevant experience).
- Excellent decision-making skills and ability to balance multiple data points, stakeholders, and overall funding landscape in designing and implementing regional initiatives.
- Results oriented and resourceful. Proactive, strategic and operational. Can initiate new ideas and relationships while keeping a fast moving train on the tracks.
- Ability to work with people from a wide range of cultural backgrounds, training, and experience; experience working with mixed cultures and skill levels.
- Deeply committed to equity, diversity and inclusion.
- Inspiring, creative, visionary and compassionate.
- Willingness to travel throughout the United States

(position requires 30 to 40% travel).

THE REWARDS:

- Ability to make a difference in the lives of people and their communities.
- Help design and craft REDF's next 15 years of impact.
- Work with passionate, dedicated people.
- Operate in a fast-paced, dynamic environment.
- Competitive salary and comprehensive benefits package.

EDUCATION:

Bachelor's degree is required. MBA, JD, or relevant MA degree preferred (relevant experience can substitute).

PROCEDURE FOR
CANDIDACY:

Please email resumes to:

Eunice Azzani, eazzani@azzanisearch.com and/or
Tarek Azzani, tazzani@azzanisearch.com

REDF is an equal opportunity employer and is committed to a policy of equal treatment and opportunity in every aspect of its relations with staff members and prospective employees, and will not discriminate against applicants for employment because of race, creed, color, national origin, age, disability, marital status, sex, or sexual orientation. REDF encourages employment applications from people who are representative of the culturally and ethnically diverse communities REDF serves. Pursuant to the San Francisco Fair Chance Ordinance, REDF will consider for employment qualified applicants with arrest and conviction records.