



Lead Director of Economic Prosperity Programs

Our search for a Lead Director of Economic Prosperity Programs comes at an extremely exciting juncture for JPNDC, a time of tremendous growth and potential that the right candidate will help us fulfil. Word-of-mouth referrals have tripled demand for Economic Prosperity Services over the past ten years. Today we are poised for further expansion and deeper impact as we are near the end of a capital campaign to create a new CEP (Center for Equity and Prosperity). The CEP will offer a 6,000 SF facility that is family-friendly, state-of-the-art, and 100% accessible.

The Jamaica Plain Neighborhood Development Corporation (JPNDC) is one of the most impactful and respected community development corporations in Massachusetts. Founded in 1977 to reverse housing disinvestment in one neighborhood, JPNDC is today a citywide leader in helping Boston families overcome barriers to economic mobility and intergenerational asset-building. Our mission is to transform the lives and amplify the voices of residents who have been excluded from prosperity by an inequitable economic system. JPNDC is guided by a 2019-2023 [Strategic Plan](#).

JPNDC's Economic Prosperity Services fill a unique niche in Boston's to lift the urgency for agency in the BIPOC workforce and community ecosystem. A team of coaches work to guide our clients' individuals, families, and existing or aspiring small business entrepreneurs to step off the treadmill of dead-end jobs and debt, partnering with them to set, pursue, and achieve their own goals. Paired with this approach, JPNDC provides access to roughly 45 early childhood practitioners as they, and the families who participate in their early childhood education "childcare" businesses, make real progress on their foundational academic and economic stability goals.

In our programs, residents and new immigrants who have traditionally experienced barriers to entry begin shedding shame and blame to focus on their desired life outcomes. Most begin climbing the rungs of career ladders leading to living wages, building stable businesses, and developing plans for assets. Long-time renters build credit and savings to achieve their goal of long-term savings and/or homeownership. JPNDC's empowering 'meet-you-where-you-are' approach results in measurable impacts in income, credit, and savings – but more importantly seeks to promote intergenerational racial and social justice healing.

The JPNDC administrative offices are in Jamaica Plain, but service delivery reaches across Boston and the State. It employs 30 staff, many of which are long-standing; the staff retention rate is currently 90%. JPNDC is governed by a 15-member board of directors that is evolving; the CEO is a long-standing member of the team with roots in Boston. The annual operating budget is approximately \$7M, of which the EP team represents \$3M and growing. JPNDC is in a strong financial position. Tremendous inroads with funding have been laid for the first implementation phase of the Strategic Plan, post-COVID. Completion of our \$2.7 million capital campaign (now at 87%) and construction of the Center for Equity and Prosperity will facilitate expanded income streams, especially as it will allow us to grow our reach and Family Child Care system.

The Opportunity – Key Duties:

Join JPNDC as the next Lead Director of Economic Prosperity Programs. You will play a critical role in shaping the success of the CEP's growth and direction of its services. Expectations are that the new

leader will work with the CEO and Sr. Management to support a 10 member staff for quality program delivery to:

- Lead the completion of operational planning for the Center for Equity and Prosperity, scheduled to open at the end of 2023.
- Explore and integrate innovative strategies and best practices for disrupting poverty into the menu of CEP services and activities.
- Provide exceptional management support to seasoned staff leads of the Small Business, Financial Coaching, and Childcare programs.
- Build new partnerships for improved participant outcomes and tools to promote deeper racial and cultural healing.
- Advance JPNDC's transition to integrated data management, expanded outcomes tracking, and use of research.
- Explore and implement strategies for expanding the utilization of Economic Prosperity Services among residents of JPNDC housing in partnership with the Real Estate and Organizing teams.
- Identify opportunities for JPNDC's participation and leadership in city- or statewide campaigns to create policy changes that remove barriers and create incentives for upward financial mobility of BIPOC Boston residents.
- Identify and pursue potential funding opportunities, especially to meet the ongoing need for operational funding.
- Assure that direct service delivery is of the highest quality based on tested outcomes as well as participant engagement and satisfaction.
- Maintain a high-quality workplace that reflects JPNDC's commitment to equity, diversity, and inclusion.

The Ideal Candidate's attributes —inspire, nurture, and innovate

While we recognize that candidates will not possess all the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences:

A Visionary and Strategic Driver

- Progressive leadership experience in economic development, early childcare services, policy, advocacy, or related fields.
- Been at the forefront of addressing societal issues related to economic mobility.
- Proven success in bringing innovative ideas and bold thinking to an organization dedicated to dismantling structural barriers.
- Demonstrated ability to lead and execute a strategic organizational vision and plan.
- Skilled at championing a vision to leverage funding, partnerships, and public awareness.
- Demonstrated success in integrating social justice and equity principles into overall organizational strategy.

A Powerful Communicator

- Charisma, and gravitas to compliment and engender the respect, rapport, and credibility of peers, funders, and policymakers.
- A public spokesperson committed to raising JPNDC's economic equity agenda in a range of communications channels, with strong oral, written, and storytelling skills.

An Authentic and Engaging Leader

- Passion for and commitment to the mission of JPNDC and the participants it serves and represents.

- Warm, humble, and accessible with the aptitude to motivate, coach, appreciate, and respect staff.
- A confidence builder across a diverse group of people and stakeholders.
- Proven champion of racial and social equity and committed to developing a welcoming, collaborative, diverse, and inclusive work culture, and climate.

Desired Qualifications

- Bachelor's Degree in Public Administration, Business, Economics, or related field.
- Preferred experience in early childhood education or senior level programming experience for state childcare licensing entities.
- 8 years of family social mobility, small business development and/or equivalent nonprofit management experience.
- Minimum of 5 years senior leadership experience managing a high performing team, including coaching employees at various levels; demonstrated ability to influence, communicate and build relationships.
- Strong budgeting, fundraising and contract management experience.
- Solid visioning and strategy development skills with proven ability to execute priorities.
- Strong knowledge of field of community-based economic development and EM program strategies; familiarity with evidence-based approaches.
- Highly motivated self-starter adept at handling multiple competing priorities in a fast-paced, results-driven, rapidly changing environment.
- Demonstrated record of accomplishment of developing/maintaining partnerships/collaborations.
- Data-driven and proven experience driving results to achieve program/outcome targets.
- Exceptional verbal and written communication skills; demonstrated ability to communicate effectively with all levels of management and staff; strong attention to detail.
- CORI check required due to the nature of our work.

What We Offer: JPNDC offers an extensive Benefits package! Up to 90% of individual insurance premiums paid for health insurance, vision, and Altus dental insurance, 2 weeks of vacation and 14 holidays recognized per year, employer – paid life & disability insurance, a vested 403b retirement, and much more!

CEU Credit or comparable training offers professional development support in areas of: DEI, economic and workforce development, early childhood education, corporate finance, and affordable housing development and systems.

Work Environment: This is a hybrid role. Candidates must have a willingness to work a flexible schedule, including some nights and weekends.

Employment Terms/Compensation: Salary range \$100,000-\$120,000, commensurate with experience. This is a full-time, salaried position.

Email cover letter and resume to: yhampton@jpndc.org. Applications without a cover letter will not be considered. No phone calls please. Position open until filled.

JPNDC is an Affirmative Action/Equal Opportunity Employer