



Position Description: Advancing Women of Color in Tech Coalition - Coalition Development Director

Location: Brooklyn, NY

Supervisor: Vice President Strategic Partnerships dotted line to: Vice President Philanthropy

NPower

NPower is a high-performing leader in providing pathways to successful digital careers for veterans and young adults from underserved communities across the US and Canada. NPower's award winning training programs use curriculum informed by senior industry leaders and labor market trends. On average, NPower graduates 85% of enrolled students, and has over an 80% rate of success for employment or continued education within 6 months of graduation.

We address many of the primary barriers that our young adult and veteran community confront. Beyond free technical classes, our career training programs provide in-demand certifications within weeks, paid internships, professional networking and mentorship with business leaders, soft skills coaching, connection to social services, job placement assistance, transit assistance and an opportunity for graduates to give back to the program via our professional volunteer network. We provide ongoing career coaching, advanced certifications, and leadership development for our alumni, ensuring that we are developing true pathways for long-term success for our students.

POSITION SUMMARY

In 2018, NPower launched the "40 by 22" initiative with substantial funding from the Citi Foundation with the objective to increase the representation of young women of color in both our classroom and instruction staff to 40% by 2022. With the success of "40 by 22", NPower will expand the initiative to more broadly advocate for the advancement of women of color and evoke widespread change through the launch of a national *Advancing Women of Color in Tech* Coalition. The Coalition will be comprised of several corporations, allies nonprofits, and community organizations which will propel a movement to address the glaring inequity of the lack of women of color in tech. This effort will uniquely focus on the intersection of race, gender, and class, focusing primarily on women who travel a non-traditional path to tech success.

The Coalition Development Director ("Coalition Director") will launch the *Advancing Young Women of Color in Tech Coalition* which will provide direction and support for strategies that invest in and inspire the advancement of the young women of color in tech careers. Specifically, the Coalition will be comprised of several corporations, nonprofits, and community organizations which will help to propel a movement to address the glaring inequity of the lack of women of color in tech. The Coalition will:

- Bring more corporations and nonprofit partners together to lock arms in support of advancing the tech careers of young women of color.
- Advise our corporate partners on tactics to strengthen their hiring and retention practices. This would include a practical toolkit with resources, data, and solutions for companies to advance the tech careers of underrepresented women.
- Elevate women of color leaders as role models
- Continue to spark dialogue and action agendas through national convenings
- Amplify the strategies and stories of success
- Develop a national communications and thought-leadership campaign to launch and grow the success of the coalition
- Advise NPower on strategies to reach our goal of 40% enrollment of underrepresented women in our programs and on our instructional staff

This initiative will require the Coalition Director to lead a \$15 million fundraising campaign over the course of three years to support our objectives. This individual will also lead the formation of a Steering Committee comprised of cross-sector, nationally recognized executives in the tech and tech-adjacent industries to guide the efforts of the Coalition in order to reach our goals.

Responsibilities

Coalition Steering Committee

- Lead the formation of the Advancing Woman of Color Steering Committee which will consist of a cross-sector of nationally recognized executives in the tech and tech-adjacent industries.
- Recruit Steering Committee members in partnership with the NPower team and corporate partners and provide high level staff support for tri-annual meetings.
- Work closely with the marketing team to develop a national communications and thought-leadership campaign to launch the coalition to raise the profile of successful women of color in tech professions, amplify examples of best practices demonstrated in industry and through tech training organizations, and showcase the practical work and research of 40 by 22.
- Represent NPower at women centric, diversity, equity and inclusion and tech conferences.
- Oversee and facilitate annual convenings with nonprofit, corporate, and foundation leaders, as well as the young women NPower serves, to identify barriers preventing young minority women from entering the tech field (or enrolling in programs like NPower's), and ways to remove those barriers and support success.
- Advance NPower's reputation as a thought leader in the Women of Color in Tech space

Fundraising

- In partnership with the Development and Strategic Partnership teams, raise \$15 million within 3-5 years, incorporating multiple fundraising strategies for Women of Color in Tech and donor types (individuals, corporations, foundations, government, etc.)
- Identify and cultivate supporters of all types in coordination with Development staff.
- Develop a schedule of activities and pipeline of proposal submissions, including forecast of anticipated revenue – update and review with Network development staff on a regular basis.
- Develop and manage fundraising and partnership events.
- Work with the Network Development team to ensure all Coalition development activity is recorded accurately and completely in Salesforce – review activity with Network team on a regular basis.

Candidate Requirements

- Minimum of 5 years of relevant, high-level fundraising or business development experience and/or movement or coalition building.
- Master's degree in related field is preferable.
- Experience with or demonstrated knowledge of workforce development and/or equity and inclusion community and funders.
- Strong organization and communication skills with excellent attention to detail/follow through.
- Demonstrated ability to manage a portfolio of donors and build relationships with the senior leaders in major corporations, foundations and high net worth individuals.
- Knowledge and experience using CRM systems like Salesforce, Raisers Edge and/or Classy.
- Self-starter and ability to work autonomously without supervision.
- Ability to work as a team player with virtual linkages.
- Positive, can do attitude and sense of urgency.
- Experience developing and/or managing a board of senior leaders.

Compensation

- Commensurate with position and experience

How to Apply

Please submit a cover letter and resume via email to: Yanna.rosario@npower.org

As an equal opportunity employer, NPower encourages diversity and does not discriminate in employment on the basis of age, race, color, creed, gender, religion, marital status, national origin, disability, or sexual orientation.