



PHILADELPHIA YOUTH NETWORK, INC

PHILADELPHIA YOUTH NETWORK, INC - President and CEO

<http://www.pyninc.org>

The Organization:

Philadelphia Youth Network's mission is to alleviate poverty and inequity through education and employment. PYN brings together key players across sectors to alleviate a root cause of poverty by preparing 12–24-year-olds to become productive working adults. Alongside its partners, PYN dramatically changes the trajectory of individuals' lives by giving voice to underserved youth, and ultimately creating a pipeline for an educated, engaged workforce. Since 1999, PYN has provided more than 240,000 high quality education and career readiness opportunities via our programs and partnerships and launched a citywide initiative that has helped to increase Philadelphia's high school graduation rate from 52% to 69%.

PYN creates education and employment opportunities for youth and young adults. PYN believes every young person deserves the chance to cultivate their talents and to achieve their dreams. To make more opportunities available to youth and young adults, PYN:

- Builds systemic solutions that close gaps in youth serving systems,
- Supports and trains youth-serving organizations to deliver high quality programs that develop academic and career readiness skills,
- Engages employers and system leaders to ensure that today's young people will be prepared to join tomorrow's workforce, and
- Designs comprehensive service networks to prepare youth for successful futures in school, work, and life.

PYN solves systemic problems in youth workforce participation and performance through professional development, data collection, research-based program design and streamlined operational support.

- Analysis & Research – PYN collects data from over 125 youth-serving programs, conducts surveys with youth-serving organizations and young people, analyzes trends for investment and capacity decisions, and shares this data annually with the public.
- Program Design Management – PYN creates service networks to prepare teens and young adults for successful futures. PYN recruits youth-serving organizations, allocates maximum spots for young people based on need and provider performance, and guides program plans to ensure a quality experience for each young person — regardless of their provider.
- Professional Development and Training - PYN's unique approach to professional development and training directly benefits service providers through individualized coaching, ongoing monthly continuous improvement sessions, guest experts and use of our research-based tools and techniques. PYN's training is rooted in the Weikart Center's Assess, Plan, Improve cycle, and allows providers to make a more accurate evaluation of their programming through the use of scientifically validated tools.



The Role:

Location:	Philadelphia, PA
Reports to:	Board Chair, Board of Directors
Direct Reports:	Chief Financial Officer, Chief Information Officer & Vice President, Programs

Position Summary:

The President and CEO will work collaboratively with the Board of Directors in leading the transformation of the organization from its current stage to a more mature organization capable of delivering on its long-term vision. Specifically, the President and CEO will ensure that PYN's fiscal, operations, fundraising, marketing, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization.

This is a unique opportunity for an innovative leader who is passionate about helping Philadelphia's youth achieve their dreams by becoming prepared for the career of their choice. The team of professionals at PYN have dedicated their lives to equipping Philadelphia's young people with the tools and resources necessary to thrive in today's workforce. With the support of the Board, the President and CEO will be given the flexibility to reimagine PYN's current business model, as well as restructure the team so that PYN is ready to meet the future needs of the youth it supports. In addition to supporting its core programs, the new President and CEO will be given the opportunity to explore moving PYN into new spaces and programs.

Key Responsibilities:

Strategic vision and leadership

- Collaborate with the Board of Directors to refine and implement a strategic framework while ensuring that the budget, staff, and priorities are aligned with PYN's core mission
- Provide inspirational leadership and direction to all executives, and ensure the continued development and management of a professional and efficient organization; establish effective decision-making processes that will enable PYN to achieve its long- and short-term goals and objectives
- Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals
- Cultivate and assist in the recruitment of new Board members as needed; help build a diverse and inclusive Board representative of the community that is highly engaged and willing to leverage and secure resources

Development

- Ensure that the flow of funds permits the organization to make continuous progress towards the achievement of its mission and that those funds are allocated properly to reflect present needs and future potential



- Formulate and execute comprehensive marketing, branding and development strategies that will ensure consistency throughout the organization and enhance revenue from major donors, foundations, government agencies, and corporations

Strengthening infrastructure and operations

- Ensure the delivery of high-quality services while managing for current and future growth
- Support and motivate the organization's staff
- Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; create and promote a positive, multicultural work environment that supports consistency throughout the organization's strategy, operational methods, and data collection needs
- Oversee the financial status of the organization including developing long and short-range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of the program and staff

Program Development

- Rationalize the delivery of programs through new and existing partnerships
- Increase efficiencies and consistency throughout the organization by developing and implementing programs and services

Diversity, Equity & Inclusion

- Champion and help to move forward the work of DEI within the network
- Cultivate and promote a positive organizational culture, committed to attracting and retaining a diverse employee base
- Listen and engage with communities that reflect those whom PYN serves, interact and collaborate to foster a sense of empowerment and belonging for all those touched by the organization

Candidate Profile:

Professional Experience:

- Minimum 15 years of overall professional experience; ideally 10+ years of general management experience in a large, complex organization
- Prior non-profit experience is ideal; for-profit experience coupled with non-profit board experience is welcome
- Significant board development, fundraising, marketing/branding and fiscal management experience a must
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate, and guide investment in people and systems; keen analytic, organization and problem-solving skills which support and enable sound decision making
- Previous experience working at an organization with large communities of color is ideal
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; a persuasive negotiator able to achieve consensus amongst differing opinions
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder, and fundraiser



- Superior mentoring, professional development, people management and leadership skills; an inspiring team builder who engenders trust and builds group commitment to goals and objectives; successful track record of recruiting and retaining a diverse team
- Technology (knowledgeable and proactive in understanding current technology, social media, and its role in delivering services, driving business development, and supporting staff productivity).

Core Competencies:

- **Mission-Focused:** Catalyze others' commitments to create real social change that leads to alleviate poverty and promote equity through education and employment. This drives their performance and professional motivations.
- **Visionary:** Confronts the complex realities of the environment and simultaneously maintains commitment for a different and better future, providing purpose, direction, and motivation.
- **Business Acumen:** Possesses a high-level of broad business and management skills and is effective at generating financial support for the organization.
- **Relationship-Oriented:** Understands that people come before process and is astute in cultivating and managing relationships toward a common goal.
- **Collaborator:** Understands the roles and contributions of all sectors of the community and can mobilize resources (financial and human) through meaningful engagement.
- **Outward Turning:** Understands the dynamics of local, regional, and national environments, and works on an agenda rooted in the community's own perception of its needs and aspirations.
- **Results-Driven:** Dedicated to share measurable goals for the common good; creating, resourcing, scaling, and leveraging strategies and innovations for broad investment and impact.
- **Brand Steward:** Steward of the brand and understands their role in growing and protecting the reputation and results of the greater network.
- **Diversity, equity, and inclusion champion:** Cares deeply about DEI; culturally competent; possesses an inclusive leadership style.
- **Team-Builder:** Ensures that the right people are in the right roles at the right times; fosters commitment, trust, and collaboration among multi-cultural leaders and stakeholders; engages the business community in investing in PYN.
- **Network-Oriented:** Values the power of networks; strives to leverage PYN's breadth of community presence, relationships, and strategy.

Education:

- MBA, MPA or related advanced degree preferred

Requirements:

- Successful completion of background checks required (PA State Criminal, Department of Public Welfare Child Abuse and F.B.I. fingerprinting, as well as a multi-state/federal criminal history)

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PYN is committed to building and sustaining a workforce that values and celebrates diversity, equity, and inclusion. This commitment is core to its mission and impact. PYN knows that delivering on that commitment requires diverse experience and perspectives in its team, its partners, and its programmatic services. PYN believes that when people feel respected and included, innovation thrives, talent grows, and our impact deepens. PYN is committed to those workplace values for its team and for the young people it serves. PYN is an equal opportunity employer.

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To learn more about this opportunity, please contact:

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