



## Job Description

<b>Job Title: Lead, Community Change Initiatives</b>	<b>Reports to: Manager, Community Change Initiatives</b>
<b>FLSA Status: Exempt</b>	<b>Aligned Executive: VP, Chief Program Officer</b>
<b>Kīpuka:</b>	<b>Department: Systems Innovations &amp; Community Change</b>

### Job Purpose

Lead for Community Change Initiatives (CCI Lead) will be a dynamic, detail-oriented, community-embedded force that stimulates transformative change within communities to break the cycle of poverty for Native Hawaiians. CCI Lead will partner internally and externally to drive community change initiatives forward. CCI Lead will support communities to build strong relationships, set shared goals, focus on common outcomes, share data, create mutually-reinforcing work, build capacity amongst stakeholders, and evaluate progress. CCI Lead are members of the Systems Innovations & Community Change team and report to the Manager for Community Change Initiatives (CCI Manager).

### Essential Responsibilities

- Lead in the following areas such that community-level strategic measures improve by 20% by 2027:
  - Relationship building across the community bridging all sectors and service areas in order to create greater community cohesion
  - Design and implementation of CCI initiatives in all areas of wellbeing within region
  - Capacity building among stakeholders to understand and participate in community change initiatives
  - Communication via collateral material, presentations, and reports on progress for all work
  - Analysis of community data to set common goals and create mutually reinforcing work among all partners
  - Coordination of meetings, coalitions, and informal gatherings around community change initiatives to sustain momentum over time
  - Convening and negotiation of multi-source funding to support community change initiatives
  - Creation of long-term plans to sustain momentum, resources, and systemic change that makes permanent progress in wellbeing for the community
  - Evaluation of community change initiatives in the region
- Communicates with LT leadership on the progress of community change initiatives that results in favorable annual performance reviews.

### Other duties:

- Lead other projects as assigned.
- Delivers programs or services as needed.

### Qualifications

- Bachelor's degree in education, business, political science, public administration, social work or other field or equivalence in related experience.
- 5 years of experience managing complex projects or programs in human services (education, health, housing, social work, etc.), business, communities is required.
- 5 years of experience working with diverse communities and stakeholders is required.

### Job Competencies

- Demonstrated success in building and maintaining relationships
- The presence to inspire confidence and passion in external audiences and to build effective relationships with a range of stakeholders



# Lili'uokalani Trust

- Advanced project management and/or organizational skills
- Able to thrive in a fluid, unstructured, ambiguous environment without formal training
- Flexible and able to work autonomously as well as take direction as needed
- Committed to community change initiatives and collective impact concepts
- Strong analytical and critical thinking skills
- Has existing relationships or can build relationships with stakeholders from various sectors in the region (non-profit, for-profit, public, grassroots, etc.), including LT leadership and staff
- Able to work flexible hours, including nights and weekends, to meet key deadlines. Able to travel to meet strategic needs
- Experience fundraising or grant writing (optional)

## Organization Competencies

- **Alignment with Queen's legacy:** Understanding and appreciation of Queen Liliuokalani's story, her legacy and the Hawaiian Culture is foundational to staff's commitment to working with our Hawaiian children, families and communities. Demonstrates respect for and appreciation of Hawaiian values history, and culture, understanding its implication in one's work, in fostering meaningful relationships, and in embracing the community served.
- **Ho`omau i ka `imi Na`auao (Continuous Learning and Improvement):** Committed to creating and reinforcing an environment of continuous learning and improvement.
- **Ho`ike i na Mana`o Pono (Effective Communication):** Communicates with those we serve and each other in a consistent manner that results in mutual understanding, harmony, and action.
- **No'ono'o loi (Critical Thinking and Problem Solving):** Actively and skillfully understands, conceptualizes, applies, analyzes, synthesizes, and/or evaluates information and develops and supports fact-based analyses and recommendations
- **Ho'o kumu a'e or `Imi hakahia (Innovation):** Identifies and integrates creative ideas into new or existing services and promotes effective problem-solving.
- **Pilina Ho`ohana a me ka Hana Hilina`i (Building Relationships and Creating Trust):** Manages relationships to create optimal opportunities and move the organization forward.
- **Alu Like I ka Hana (Teamwork):** Works cooperatively and collaboratively with others throughout the organization in alignment with the organization's objectives.
- **Ho`onui I ka `Ike (Capacity Building):** Encourages personal growth by exhibiting trust and a belief in the capacity of others.

## Mental and Physical Demands:

- Able to lift 25lbs pounds. Requires frequent sitting, bending, standing.

## Terms and Conditions of Employment

As a condition of employment, employee will be subject to LT's policies and procedures.