



**Immediately Hiring
Executive Director**
January 2019

Organization Background:

Row New York is an innovative nonprofit organization that utilizes the discipline of competitive rowing combined with rigorous academic support to help young people develop the character, grit and strong work ethic needed to succeed in college and in life.

Row New York serves hundreds of NYC students from under-resourced communities and offers programming for people with physical and cognitive disabilities, veterans, and teenagers from a variety of NYC independent schools through our fee-for-service programs, building physical fitness and encouraging a sense of teamwork in all.

With a comprehensive strategic plan focused on both internal and external goals, Row New York has ambitious objectives including the building of a world-class community boathouse + learning center in Upper Manhattan and investing in the organizational infrastructure and strategic systems necessary for long-term stability.

Row New York seeks a dynamic and inspiring Executive Director who can lead from boathouse to the board room, aligning all resources on programmatic excellence and long-term fiscal stability.

Overview:

A mission driven and results focused Executive Director (ED) will partner with Founder and Chief Executive Officer (CEO) Amanda Kraus to scale Row New York from a current budget of \$5.4million to a \$9 million budget by 2023. The ED will be adept at nurturing the innate talent in our front-line crew members, collaborating with and motivating our senior leadership team, and strategically leveraging the expertise and networks of dedicated volunteers. A strong and demonstrable background in scaling and operationalizing nonprofit or business practices is *essential*, as is a commitment to diversity, inclusion and equity at all levels.

Key Responsibilities:

- Serve as the primary liaison to CEO
- Be a public face of Row New York, along with CEO, and represent organization in various settings including program sites, fundraising meetings and events and in public speaking or press engagements
- Set goals and achieve operational excellence in day-to-day operations
- Ensure accurate, timely, and transparent fiscal management practices
- Lead senior leadership team, including operations, development, communications,

community engagement and programs

- Keep a growing professional and volunteer team focused and results-driven
- Refine, manage and track strategic KPIs to deliver value for investment
- With CEO and Chief Program Officer, work to ensure best in class programming
- With Chief Development Officer, oversee robust fundraising strategy that will double operating contributions over five years and support capital campaign efforts
- With the Chief Marketing Officer, oversee branding, communications and marketing to promote awareness of programs and key initiatives
- With the Chief Talent Officer, oversee maintenance of comprehensive safety, compliance, and programmatic policies/procedures that drive employee development, satisfaction and retention

The ideal candidate is dedicated to integrity, equality, and respect, and thrives in a fast-paced environment. This position is based in Row New York's headquarters in Midtown Manhattan, but will be expected to regularly visit programs in Manhattan, Queens, and Brooklyn and occasionally attend weekend and evening events.

Qualifications Required:

- Advanced degree and at least seven years of senior management experience within or outside the nonprofit sector
- Track record of effectively leading and scaling a performance- and outcomes-based organization and staff to achieve next stage of growth
- Significant experience in youth based non-profit organizations; solid understanding of best practices in youth development. Volunteer work will be considered
- Strong marketing and/or fundraising and project management experience
- Rowing experience a plus, although not required!

Compensation and Benefits:

Row New York is committed to creating a culture that is supportive of learning, growth, and staff development. Our investment in staff includes:

- Salary is anticipated to be between \$140,000 and \$150,000
- 401k plan with employer match
- Comprehensive and affordable health and dental insurance
- Generous paid time off and paid parental leave
- Other voluntary benefits such as FSA, commuter benefits, life and disability insurance

To Apply:

The Executive Director is a full-time, exempt position. Row New York is an equal opportunity employer that seeks to hire staff who reflect the diversity of the communities we serve. We appreciate all applicants, but our capacity allows us to only respond to those best qualified for the position. For more information about the organization, visit rownewyork.org.

Row New York has retained Strategic Management Consulting to execute this search. Please send cover letter and CV in PDF format via email. No phone calls.

Siobhan McDermott, President, Strategic Management Consulting

Opportunities@strategicnyc.com