



Con Mi MADRE

"Mothers and Daughters Raising Expectations"

Executive Director Profile

About the Organization

Con Mi MADRE, which translates to “with my mother,” is a two-generation organization that empowers young Latinas and their mothers through education and support services that increase **preparedness, participation, and success** in post-secondary education. Our unique model intentionally engages mothers in their daughter’s educational journey from 6th grade through college graduation. Con Mi MADRE currently delivers programming in Central Texas, as well as Fort Worth and El Paso, and has ambitions to expand to other regions in Texas.

At Con Mi MADRE, we believe that these **Four Pillars** will lead to the success of realizing our vision: *Education and Success for ALL Latinas!*

Start Early

Con Mi MADRE begins recruiting students in the spring semester of their 5th grade year. We understand that early exposure to positive thinking will pave the way to a more successful future.

Parental Engagement

One of the most unique features of Con Mi MADRE is that we make parental involvement with the students a requirement. If a mother is not present in the household, we ask students to join with an adult who will serve as their mentor through this journey.

Culturally Relevant

Con Mi MADRE's programming is culturally relevant. Our workshops and conferences are presented bilingually and topics are created with the Latina Community in mind.

Holistic Approach

Con Mi MADRE aids families on their journey to higher education through a holistic approach, which includes 4 areas: relationships, academics, social and emotional. We not only aid students to do well on academics, but our programming also focuses on creating stronger Latina women socially and emotionally, by building relationships of trust between the organization, staff, mentors, families, and more importantly their mothers.

About the Opportunity

Con Mi MADRE is seeking its next Executive Director as it looks to embrace future growth and sustainability in Central Texas and beyond. The new Executive Director will lead a dynamic and highly regarded organization with a dedicated and passionate staff, a board of directors with an energy to support the mission, and a rich community of supporters and stakeholders. This person will be uniquely positioned to increase educational opportunities for Latina youth and their mothers through building strong community partnerships, growing financial support, leading through change and expansion, and ensuring the operational and financial health of the organization.

The Executive Director has overall strategic, financial, and operational responsibility for Con Mi MADRE’s staff, programs, expansion, and execution of our mission. The ideal candidate will have a background in nonprofit leadership, excellent oral and written communication skills, success with fundraising and revenue generation, a strong understanding of financial management, and a demonstrated commitment to issues of Latina/o/x education, equity, and social justice. The Executive Director reports to the Board of Directors through the Board President.

Qualifications

Candidates should have significant senior leadership experience in the social and/or education sectors, preferably as a CEO, Executive Director, or Vice/Deputy/Chief position. Those who have significant experience building relationships with community stakeholders, funders, and corporate leadership will be strongly considered. Candidates must have a strong record of thought leadership in Latina/o/x communities and be able to produce recommendations and references in this area.

Must Haves:

- ✓ Aligned values and beliefs with the mission of Con Mi MADRE and a strong understanding of the Latina/o/x community.
- ✓ A combination of education and experience in nonprofit administration, K-12 administration, business, marketing, development, finance, or similarly related areas.
- ✓ Senior leadership position with a nonprofit organization. Significant contributions as a board member may also be considered.
- ✓ Accomplished in managing business operations and financials, especially complex budgets.
- ✓ Proven success in revenue generation including traditional fundraising strategies as well as non-traditional financial growth such as fee-for-service or other unique opportunities.
- ✓ Experience managing diversely qualified and experienced, high-performing teams.
- ✓ Ability to travel up to 30% in the first year of employment.

Highly Desired:

- ✓ Experience leading an organization through transition and growth.
- ✓ Experience working with school districts, K-12 administrations, and educational institutions.
- ✓ Full proficiency in both English and Spanish.

Key Priorities & Responsibilities

The Executive Director (ED) reports to the Board of Directors, providing executive leadership to the organization and overseeing day-to-day operations.

Staff and Board Leadership

- Lead the staff and board with vision, strong managerial skills, a focus on team culture, and full transparency.
- Reinforce a culture of empowerment and accountability that enables the senior leadership team to perform at its best, bringing their content expertise fully to bear, and driving them to action.
- Support each program area and facilitate opportunities for staff professional development and growth.
- Build strong relationships with board members, actively engaging them in governance and strategically deploying their strengths and interests in support of the organization.

Operations and Financial Oversight

- Develop, train, support, and empower an effective team, building strong morale and collaboration between staff members and volunteers through managerial courage and integrity.
- Foster a climate which attracts, retains, and motivates a diverse staff of capable professionals.
- Develop and implement annual organizational goals as outlined in the strategic plan.
- Ensure effective systems to track progress and measure the success of organizational goals so they can be effectively communicated to the Board, funders, as well as other constituents and stakeholders.
- Ensure Con Mi MADRE applies sound financial and administrative practices through effective fiscal management, managing expenses to deliver on the mission.

Community Engagement and Development

- Raise the profile of Con Mi MADRE by serving as the primary spokesperson, actively and effectively representing the organization to partners, funders, providers, and the public
- Oversee development of a successful fund development strategy, working closely with the board to steward existing supporters and increase current levels of giving while identifying new funding sources.
- Deepen relationships with diverse community stakeholders (nonprofits, for-profit leaders, funders, public officials, and advocacy groups) to advance initiatives, partnerships, and to increase awareness and outcomes.
- Inspire others through a genuine passion for the cause and bring community groups together under a common goal of removing barriers to educational opportunities for young Latinas.
- Maintain a working knowledge of significant developments and trends in Latina/o/x communities in Texas for opportunities of programmatic growth.

Compensation

Con Mi MADRE will offer a strong salary that is competitive with industry standards and commensurate with experience. Benefits include health and dental benefits, plus personal time off and holidays.

Equal Opportunity Employer

Con Mi MADRE offers positions with varying skill levels and responsibilities that amplify our mission. We strongly encourage members of traditionally underrepresented communities to apply, including people of color, LGBTQ identified people, gender-nonconforming people, individuals with disabilities, veterans, and people who speak a language in addition to English.