



## Executive Director

New Haven, Connecticut

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### Background/Mission

Junta is New Haven's oldest Latino, community based organization. It was founded in 1969 and its mission then and now is to provide services, programs, and advocacy that improve the social, political, and economic conditions of the Latino community in Greater New Haven, while nurturing and promoting its cultural traditions as it builds bridges with other communities.

Junta empowers the Latino and low-income community to take control of their economic and social well-being. Junta promotes a culture of community involvement and advocacy through many programs and initiatives.



### Programs/Services

Junta offers seven different programs, which include: **Adult Education** (inclusive of ESL for Beginner I and Beginner II, GED in Spanish and Computer Literacy); **Economic Development** (inclusive of Employment Skills, Volunteer Income Tax Assistance, Financial Literacy, and Computer Literacy); **Family Management** - which addresses issues of homelessness, domestic violence, and others areas of need not addressed in other programs; **Legal Advocacy** - provides free legal advice regarding family law; **Youth Programming** (inclusive of afterschool and summer programs and a sleep-away camp); **Cultural/Community Outreach** - highlights the cultural and artistic offerings of the Latino Community; and **Advocacy**, where the focus is driven by the need of services, public policy and immigrant rights.



## Programs/Services cont'd

Junta served over 700 individuals in their Adult Education Programs in 2017. Junta offers financial literacy classes in both English and Spanish, while also offering free income tax assistance from December through April each year. Services are provided by appointment, as well as walk-in assistance for emergency situations.



## Advocacy



*“Junta advocates for changes in the area of immigration policy and workers’ rights to create a system that recognizes that immigrants make significant contributions to their respective communities”.*

Junta’s goal is to promote and organize a civic community that supports the rights of all immigrants, thus allowing them to lead healthy, productive and wholesome lives, irrespective of their legal status. Junta’s advocacy work places a major focus on community safety as it relates to safety from crime, state violence, and forced family separations.

Junta works on public policy issues in the area Immigrant and worker’s rights at the national, state, and municipal levels. Issues beyond immigration policy that Junta lends focus to are violence, police brutality, exploitation, and the criminalization of communities of color. Junta continues and has long-advocated for Comprehensive Immigration Reform.



## Support from Our Stakeholder Community/Partners

Junta has many stakeholders/partners that make their work a success! The Board of Education continues to be supportive of Junta's programs, providing space and security, while a partnership with Connecticut Women's Education and Legal Fund (CWEALF) provides legal services in the Legal Advocacy program. Another



successful partnership exists between Junta and the Yale Peabody Museum of Nature History, which provides cultural activities that are inclusive of dance, music, and other kid-friendly activities. The United Way of Greater New Haven is a funding partner for Junta, along with Yale-New Haven Hospital, The Community Foundation of Greater New Haven, and Webster Bank. This is not an exhaustive list, as Junta appreciates all of its partners and stakeholders who play a vital role in their very important work.

## The Executive Director Opportunity

Junta for Progressive Action is seeking an Executive Director with a proven track record of providing strong leadership, strategic vision, service delivery, and advocacy in a non-profit, community focused organization. Experience in providing direct services, with strong fiscal management and administrative management, inclusive of development is a must. Engaging key stakeholders, while balancing day-to-day operations priorities, with an astute focus on advocacy needs are paramount to the success of the Executive Director. The successful candidate's vision must be both progressive and creative, with a collaborative, inspirational leadership style that is rooted in accountability. The Executive Director candidate must possess a proven ability to lead in a fast-paced, continually changing environment. The ability to effectively communicate internally and externally, and have demonstrated success in delivering successful outcomes across competing priorities and stakeholder groups is key. Providing servant leadership, while nurturing relationships with multiple stakeholders is critical to the Executive Director's overall success.



## Overview of Roles and Responsibilities



Junta is at a crossroads in balancing direct services and advocacy work due to the current landscape. The successful candidate must be astute at providing sound leadership and talent management to a leadership team consisting of; Director of Economic Development, Director of Family Management & Legal Services, Director of Education and Community Outreach, and a Director of Development.

The Executive Director will report to the Board of Directors is responsible for all facets of operations, including:

- Providing strategic vision for the organization.
- Ensuring goals and objectives are set and achieved as it relates providing direct services, advocacy, development and organizational leadership.
- Managing the leadership team to meet all individual and collective performance goals of Junta.
- Leading communications and maintaining relationships with all stakeholder groups.
- Managing financial functions (budgets, vendor contracts, personnel, etc.).
- Overseeing facilities management.
- Overseeing all human capital and human resources functions.
- Building relationships with Junta partners and community affiliates providing services to Junta's constituents.
- Staying proactively abreast of related public policy trends and establishing initiatives and responses as required.
- Building and maintaining positive relationships across all stakeholder groups in order to effectively move Junta's overall mission.
- Complying and managing all regulatory and legal matters, as well as risk mitigation efforts.
- Being a key driver of development activities as a key accountability for the role.

## Professional Qualifications

- Leadership experience working for an organization or program similar to Junta.
- Skilled fundraiser, with strong leader competence (inclusive of talent management) and demonstrated business management experience, including oversight of finances, facilities, legal and risk management, and personnel matters.
- Strategic thinker with the ability to manage competing priorities and hold self and others accountable to desired outcomes.
- Experience working in a multi-faceted organization with demonstrated advocacy experience.
- Exceptional communication skills across diverse audiences.
- Experience working collaboratively with a Board.

## Leadership Qualities

- A passionate, charismatic leader with the confidence to lead an influential organization.
- An engaged, collaborative and accessible approach.
- A genuine desire to connect with stakeholders at all levels, who possesses the humility to build and rebuild bridges.
- Entrepreneurial, motivated, problem-solver who initiates and develops effective partnerships.
- Ability to develop the staff and leadership team through mutual accountability.
- Capacity to manage and navigate in complex and challenging situations.

## Other Position Requirements

- Successful candidate must be proficient in both Spanish and English, given that Junta stakeholders and clients are Spanish-speaking or bilingual.

## How to Express Interest

Interested candidates should submit resume, letter of interest, and professional references to [Sthompson@yourtotalhrsolution.com](mailto:Sthompson@yourtotalhrsolution.com). All submissions will be held in strictest confidence.