

King Street Center Seeks Executive Director

King Street Center in Burlington, Vermont seeks a bold leader who will connect deeply with its diverse community of youth and their families and work with them to center their needs and aspirations. This moment is one of generational change for King Street Center with the retirement of its executive director, Vicky Smith, after 14 years of dedicated and exemplary leadership. The board acknowledges her innovative contributions to help King Street grow into the caring and essential youth and family services provider it is today.

About King Street Center

King Street Center (KSC) celebrates its 50th anniversary in 2021. It is a collaborative and highly credible non-profit community organization that provides youth and families the core life-building skills necessary for a healthy, vibrant, and productive future. KSC is home to Head Start Toddler and Preschool programs, enrichment, and care for children pre-K– 5th grade, and a Teen Program that focuses on academic success, healthy lifestyle choices, and job readiness. It is known for its well-established mentoring program for children of all ages, designed to build friendships and broaden horizons. In 2015, KSC opened its doors to a bright, new building following a successful \$5.1 million capital campaign. The Center serves approximately 120 children and teens each day.

Named after its location, KSC serves the downtown Burlington neighborhood, a city of approximately 45,000, and serves a majority BIPOC and multi-ethnic community including New Americans. King Street is an important pillar in the community and collaborates closely with the local schools, Sara Holbrook Center, Boys & Girls Club of Burlington, Vermont Refugee Resettlement, Association of Africans Living in Vermont, the Burlington YMCA, among many others.

King Street employs 22 staff, many long-standing, and is governed by a 15-member board of directors. The annual operating budget is \$1.4 M. KSC is in a strong financial position attributable to a robust fundraising program, generous donor community, and strong fiscal oversight.

Opportunity

KSC plays a pivotal role in making our society a more equitable place where all people can thrive, and it does this, in part, by how it holds and models leadership. The new executive director will have the opportunity to lead the organization through a strategic planning process, creating a vision for both organizational and programmatic priorities that support King Street's diverse community and center equity and inclusion in all aspects of the organization's mission.

The next executive director will determine how the organization will grow and evolve its programs and people to best serve the evolving needs of its youth and their families. Opportunities include continued development and growth of the Center's talented leadership team; integration of DEI learning into the organization's policies, practices and culture; expansion of the Center's support for teens as they move from childhood into early adulthood; collaboration with peer organizations; maximizing the community's use of the beautiful building; and aligning KSC's management infrastructure, staff, and fundraising to accomplish these things.

The Ideal Candidate

King Street is looking for someone who will help articulate a vision for generational change at KSC, the skills and background to manage its commitment to equity, and who is enthusiastic about growing with

the organization. While we recognize that candidates will not possess all the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences:

A Visionary and Strategic Executive

- Passion for and commitment to the mission of KSC and child, youth, and family services
- Demonstrated ability to lead and execute a strategic organizational vision and plan
- Skilled at communicating and championing a common vision to leverage funding and partnerships, locally and statewide
- Non-profit acumen in operations, management, and governance leadership at an organization of KSC's scale
- Public spokesperson with strong oral and written communication skills
- Political skills and savvy with an understanding and appreciation for small-town culture, government, and policy development

An Authentic and Engaging Leader

- Present and accessible leader who motivates, coaches, appreciates, and respects staff
- A trust and confidence builder, both internally and externally, across a diverse group of stakeholders
- Partner to the Board of Directors to expand its impact on behalf of the organization
- Decisive and highly developed risk management capabilities, with the courage to act on opportunities

Deep Commitment to and Experience with Diversity, Equity, and Inclusion

- Proven champion of racial and social equity
- Demonstrated success in integrating social justice and equity principles into overall organizational strategy
- Strong commitment to engaging and empowering communities, and understands the power differentials and dynamics that are embedded within
- Committed to developing a welcoming, collaborative, diverse and inclusive work culture and climate

Desired Credentials

- A minimum of seven years of senior leadership or equivalent experience
- Advanced education relevant to this position

Application Guidelines

Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of KSC. Applications will be accepted until the position is filled.

Send required documents to: <https://eostransitions.applicantpool.com/jobs/>

The salary range being offered is \$95,000 - \$110,000.

[King Street Center](#) is an Equal Employment Opportunity and Affirmative Action Employer and looks forward to an inclusive hiring process. It encourages a broad range of applicants, including candidates from diverse backgrounds and cultures, particularly candidates of color, LGBTQ people, and/or candidates with lived experience that represent the communities KSC serves.

This executive search is being conducted by Eos Transition Partners consultant Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions must be submitted to Nancy Jackson at: njackson@eostransitions.com.