

TITLE:	Chief Impact Officer	STATUS:	Full-Time
REPORTS TO:	President & CEO	FLSA CLASSIFICATION:	Exempt-Administrative
SUPERVISES:	N/A		

About United Way Quad Cities

United Way Quad Cities serves as a unifying force—bringing together business, civic, and community leaders to remove barriers and expand opportunity for everyone who calls this region home.

We focus where life happens—in schools, neighborhoods, and workplaces—to create lasting change in education, financial stability, and health. Guided by bold goals, real-time data, and a deep belief in the power of opportunity, we align people, resources, and ideas to help more kids succeed in school, more adults find good jobs, and more families live healthy, stable lives.

We drive impact through both place-based strategies—like *United for Schools*—and community-wide investments in high-performing nonprofits. We advocate for policy solutions, support urgent needs, and invest in long-term change.

Our mission is to *unite the Quad Cities so every person has the access and opportunity to thrive*. And our vision is *a community full of possibility—where everyone can learn, earn, and live well*.

Position Summary

The Chief Impact Officer (CIO) is a key member of the executive leadership team, responsible for leading and aligning United Way's community investments, public policy efforts, strategic initiatives, and partnerships to maximize regional impact.

This leader will guide all facets of United Way's impact strategy—managing both place-based efforts and community-wide grants—and stewarding multi-million-dollar investments across education, financial stability, and health. The CIO will ensure United Way's work is data-driven, community-informed, and results-focused.

They will lead a growing team, deepen cross-sector partnerships, and serve as a public voice for systems change. The CIO will also lead United Way's advocacy agenda, advancing policy and public investment strategies that reflect the needs and aspirations of the Quad Cities.

This role reports to the President & CEO and is a key member of the senior leadership team. Together with staff, board members, and partners, the CIO plays a critical role in advancing United Way's mission and vision—to create a community full of possibility where everyone can learn, earn, and live well.

Key Responsibilities

Strategic Leadership & Alignment

- Lead the development and execution of United Way's community impact strategy, aligning place-based initiatives, community grants, and advocacy with the Rise United 2030 goals.
- Drive cross-functional alignment with fundraising, marketing, and operations teams to ensure mission, message, and results are connected and clear.
- Champion equity-centered, outcomes-focused approaches across all initiatives.

Grantmaking & Investment Oversight

- Oversee United Way's multi-million-dollar investment portfolio, ensuring resources are deployed effectively and transparently.
- Lead the full lifecycle of the Community Impact Grant process—from RFP development to partner engagement to performance monitoring.
- Advance shared measurement and continuous improvement practices with funded partners.

Place-Based Strategy & Systems Change

- Deepen and expand efforts like *United for Schools*, ensuring embedded support strategies are community-driven and goal-aligned.
- Strengthen the integration of *Communities In Schools* practices with United Way's broader strategies—ensuring site coordinators are focused on student and family support, while United Way leads resource development and system-level alignment to maximize effectiveness and avoid duplication.
- Convene stakeholders across sectors to co-create neighborhood and school-based solutions.
- Lead efforts to identify and remove systemic barriers that limit success for children, adults and families.

Public Policy & Advocacy

- Guide United Way's local, state, and federal advocacy agenda.
- Build relationships with public officials and civic leaders to influence systems change aligned with community needs.
- Leverage coalition partnerships and data to advocate for equitable policy and investment shifts.

Data, Learning & Evaluation

- Ensure decisions are grounded in real-time data, community voice, and disaggregated analysis.
- Oversee impact dashboards, learning loops, and evaluation tools that track progress and inform strategy.
- Promote a culture of reflection, adaptation, and transparency.

Team & Organizational Leadership

- Lead and grow the Community Impact team, supporting leadership development, clarity of roles, and shared accountability.
- Serve as a collaborative thought partner to the CEO and executive team.
- Represent United Way at key community tables, funder briefings, and public events.

Qualifications

Required:

- 8–10 years of leadership experience in nonprofit, philanthropic, education, or public sector settings.
- Proven ability to lead cross-sector initiatives and manage large-scale community investments.
- Experience with public policy, advocacy, or systems change efforts.
- Strong understanding of place-based strategies, collective impact, and equity-focused practices.
- Exceptional relationship-building, communication, and facilitation skills.
- Demonstrated ability to lead teams and deliver results in a complex, fast-paced environment.
- Valid Driver's License, automobile insurance, and reliable transportation required.

Preferred:

- Experience working in or with school systems, government agencies, or multi-site initiatives.
- Background in using data and evaluation to drive continuous improvement.
- Strong public presence and comfort serving as a spokesperson.

Why Join Us?

- Help shape the future of the Quad Cities as a region where everyone can learn, earn, and live well.
- Work alongside a dynamic, mission-driven team committed to impact, innovation, and equity.
- Lead some of the region's most strategic, community-driven efforts in education, financial stability, and health.
- Competitive salary and benefits package, with flexible and hybrid work options.