



Position Profile
Executive Director
Young Invincibles
Washington, DC

Young Invincibles (YI), a national organization amplifying the voices of young adults in the political process, seeks an Executive Director to lead the next phase of the organization's expansion. Started by a group of friends in a school cafeteria nearly eight years ago, the non-profit has grown from a volunteer student group into a national powerhouse with over forty staff, five state offices, and a \$5 million annual budget.

The Position

The Executive Director sets the vision and overall strategy for the organization, raises the funds to achieve those goals, leads a passionate team of change agents, oversees the operations of the organization, and serves as its public face with media, supporters and key partners. The ideal candidate has extraordinary leadership ability, political intuition, strategic thinking, and relationship-management skills. S/he has an exceptional grasp of the elements of a successful political advocacy campaign and the ability to combine political organizing, policy analysis, media relations, and digital tools to achieve social change. The position offers a rare opportunity to take a successful non-profit advocacy organization to a new and higher level of impact.

Reporting to the Young Invincibles' Board of Directors, the Executive Director's principal responsibilities are to:

- Envision YI's impact 5 to 10 years ahead and build the campaigns, funder relationships, personnel, and strategy to achieve those goals.
- Drive a change agenda leveraging YI's core strengths and fulfilling YI's mission.
- Grow a strong internal culture united around YI's mission, values, and vision.
- Lead YI's development team and senior staff to develop and execute a fundraising plan that supports the vision and strategy of the organization. Sources include foundations, major individual givers, and revenue from YI's social enterprise ventures.
- Lead a team of 40 passionate professionals.
- Manage relationships with YI's Board of Directors, ensuring input on major strategic decisions for the organization.
- Ensure the health of YI's human resources system and management structure.
- Ensure adequate financial controls and legal safeguards for YI.
- Serve as a spokesperson to the media for YI and for young adult economic issues more broadly.
- Establish and cultivate strong partnerships with other key institutions.
- Represent the positions of Young Invincibles in high-level meetings with key stakeholders, including through Congressional testimony, with national advocacy organizations, and with elected officials.

Skills and Attributes

The Executive Director must be passionate and committed to Young Invincibles' mission and have the following qualifications:

- Be a creative political and organizational entrepreneur, able to envision where the organization needs to be several years out, then develop and execute the plan to get there.
- Can rapidly identify and develop responses for major strategic risks and opportunities for the organization.
- Strong understanding of the relationship between politics and policy, and able to build successful campaign strategies that take both into account.

- Can develop, manage, and execute sophisticated political strategies in complex political environments with multiple actors. Intuitively leverages existing and new capacity to deliver maximum impact.
- Easily builds trust with individuals from a wide variety of different backgrounds and experiences, and capable of building an inclusive team culture.
- Excellent management instincts and a demonstrated ability to mentor young leaders.
- Can effectively manage numerous projects, achieving high-level impact on all of them simultaneously.
- Exceptional oral and written communications ability, able to clearly articulate a compelling vision and strategy.
- Rapid and high-quality understanding of media and communications strategy – able to speak publicly to reporters and policymakers.
- Able to serve as an inspiring representative of Young Invincibles' brand.
- High-level ability to manage strategic relationships, remain accountable to external actors such as funders and top partners, and frame our objectives in a compelling way to stakeholders.

To apply, please send cover letter, resume, and salary requirement to YI@raffa.com. Email applications only, please. For other questions, please contact Melody Thomas at mthomas@raffa.com.

About Young Invincibles:

YI was founded by a group of students in the summer of 2009, motivated by the recognition that young people's voices were not being heard in the debate over health care reform. We began providing the facts about the barriers young adults face in affording quality health insurance and by asking our peers to share their stories. In the years since, YI has expanded from a group run out of a school cafeteria to a national organization with offices across the country. We take on issues related to health care, higher education, and economic security. We are committed to expanding economic opportunity for young adults ages 18 to 34, and making sure that our perspective is heard wherever decisions about our collective future are being made.

Our focus is on ensuring young communities with the least access to political and economic power have a say. We do this through building a community of young leaders to take action for social change, sharing the stories of young adults, cutting-edge policy research and analysis, providing tools for our generation to make smart economic choices, and mission-driven social enterprise ventures. So far, we have educated tens of thousands of young adults about their financial options and achieved numerous policy victories along the way.

Young Invincibles is an equal employment opportunity employer and strongly encourages diverse candidates to apply. Young Invincibles does not discriminate on the basis of race, color, religious creed, sex (including pregnancy), gender, national origin, ancestry, citizenship, age, medical condition including genetic characteristics, mental or physical disability, veteran status, marital status, sexual orientation, gender identity, (including transgender status), weight, height, linguistic characteristics (such as accent and limited English proficiency, where not substantially job-related), citizenship status, or any other basis prohibited by law.