



## Executive Director

### **Organization:**

**Mission:** "Ifetayo Cultural Arts Academy empowers youth and families of African descent to achieve high levels of educational, professional and artistic excellence. As a leading Brooklyn-based institution we inspire future generations to develop a strong African-centered cultural identity and realize their power to transform social inequity."

**History:** Ifetayo's purpose is to support the creative, academic, and professional development of youth of African descent in Brooklyn and its surrounding areas. Founded in 1989, Ifetayo began as a six-week series of free modern dance classes for 50 students living in the Flatbush community. Since that time, Ifetayo has expanded to serve over 2,000 students annually through six interrelated programs: Arts Education, Cultural Arts Program, Rites of Passage Program (which includes Ifetayo's College and Career readiness model), Financial Education Institute/Individual Development Account, Ifetayo Youth Ensemble and Marcus Garvey Cultural Heritage Program.

Ifetayo serves an additional 5,000 youth and families through related programming and public performances. Through interdisciplinary instruction, which includes culturally relevant arts training, personal development and family engagement, Ifetayo serves as a pathway to new opportunities for youth to become self-governing, confident and transformative leaders in their communities. Ifetayo leverages arts and cultural learning to increase self-awareness, inspire civic engagement, and provide a platform for self and collective expression.

Ifetayo programs are carried out in the context of the organization-wide cultural practice of *Mbongi* (Ki-Kongo word), a traditional African form of governance that promotes collective decision-making and community healing. "Ifetayo" [a Yoruba word] which means "love is enough for joy", captures the nurturing and healing approach to empowering youth and redefining community development.

In July of 2017 the Board approached the Support Center and hired Wendy Reynoso, through the Interim pool, as the Interim Executive Director to manage the organization during this transitional period. As Ifetayo embarks on its 29<sup>th</sup> year the Board is committed to retaining a resourceful leader who will successfully lead Ifetayo for its next exciting chapter.

### **Overview of the position:**

Reporting directly to the Board of Directors the Executive Director (ED) will need an entrepreneurial style to identify strategic growth opportunities and secure the necessary unrestricted resources to achieve that growth. A key initiative is the securing of new facilities for the administrative offices and establishing the program space onsite. Therefore, proven experience in real estate or community development is needed.

S/he will be a successful fundraiser and skilled spokesperson, set a clear vision, and be a team player who imparts a sense of accountability throughout the organization. It is imperative that the ED operates with tangible objectives and prioritizes his/her responsibilities.

The ideal leader will be familiar with the communities Ifetayo serves and must have a strong understanding of African traditions and cultures.

### KEY RESPONSIBILITIES

#### **Fundraising and External Affairs:**

Serve as the face of and key spokesperson for Ifetayo to all external stakeholders

Participate in thought leadership for arts education and arts culture specifically around the traditional African centered perspective

Develop and execute a fundraising strategy to ensure diversified funding streams are established

#### **Growth and Sustainability:**

Working with the Real Estate Committee to lead the efforts in securing short-term and long-term space for administrative functions and programmatic requirements

Determine effectiveness and impact of programs and services along with any gaps based on an assessment of the needs of students and the community; implement growth and enhancement strategy accordingly

Oversee sound fiduciary management for all departments: organizational and program budgets, grant compliance reporting, and annual audit

#### **Leadership:**

Conduct a talent audit and implement a talent management strategy

Unify the organization across all departments and establish high performance infrastructure

Ensure an effective and accurate data-driven infrastructure across all departments and a system of outcomes measurement to demonstrate program effectiveness

#### **Strategic Vision:**

Espouse the recently approved strategic plan and commit to its implementation

Stay abreast of external trends and issues that may impact the future direction of the organization and ensure Board is updated regularly

Create a strategy for ongoing board recruitment and development

#### **Characteristics:**

Ifetayo is seeking an entrepreneurial ED who is a politically-savvy people person that understands the intricacies of working with youth and families of African descent.

#### **Skills and Attributes:**

- commitment and dedication to the African centered perspective and the Ifetayo mission
- strategic thinker, especially in planning and building of collaborative relationships
- proven track record in securing unrestricted funds and developing diversified funding streams
- demonstrated experience managing real estate and relocation initiatives
- dynamic networker with excellent communication skills
- proven leadership, team building, and supervision skills
- strong technology & data proficiency
- solid financial acumen & budget management experience

**Qualifications:**

A Master's degree in Education, Youth Development, Organizational Management or a related field, and proven management experience.

**Compensation:** Commensurate with experience

**How to Apply:** Interested candidates should email their resume, cover letter and salary requirements to: Ifetayo Search Committee at [ifetayoed@supportcenteronline.org](mailto:ifetayoed@supportcenteronline.org). Applications will be considered on a rolling basis, so interested applicants are encouraged to apply early. Applications without cover letters will not be considered.

Visit Ifetayo's website at <https://ifetayo.org/>