The Organization:

Through a combination of mentoring and transformative experiences, Summer Search supports young people to successfully transition from adolescence into adulthood. They aim to unleash the potential of their young people while also building a toolkit for navigating systemic barriers to higher education and career opportunities.

The Challenge

All young people possess strength and resilience, and when provided with expansive opportunities and a community of support, they can discover where they want to go and what they want to become. Yet not all young people are afforded the same opportunities to thrive in our society. Students from low-income backgrounds, especially BIPOC students, are confronted with overlapping systems of oppression that inhibit their access to opportunities more easily granted to their higher-income, white peers. Specifically, these students face obstacles accessing mentoring, opportunities for growth, high quality education, and professional networks:

- Nationwide, approximately 16 million youth will reach age 19 without ever having a mentor;
- Only 21% of low-income, first-generation students earn a bachelor's degree; and
- 43% of college students relied on family connections to get an internship interview.

The Participants

Summer Search partners with young people from low-income communities in the San Francisco Bay Area, Seattle, New York City, Philadelphia, and Boston. The median family income for participants is $24,732, and 96% qualify for free or reduced lunch. Ninety-three percent of participants are or will be the first in their families to attend college. Summer Search participants identify as the following: 49% Latinx, 24% African American, 16% Asian, 6% Multi-Racial, 3% White (including Middle Eastern), <1% Native Hawaiian/Pacific Islander, <1% Native American, and 2% Other.

The Approach

Summer Search’s unique and effective approach to their program, Depth Mentoring, uses four lenses to support students to THRIVE. Their niche in the mentoring field comes from a combination of 30 years of practitioner experience with paid youth development professionals fine tuning their methods, student and alumni voice informing their practices, and partnership with key leaders in the field. The four lenses of Depth Mentoring include:

- Social Emotional Skills;
- Adolescent Development & Identity Formation;
- Critical Consciousness; and
- Trauma Sensitivity.

https://summersearch.org/philadelphia/
Summer Search’s comprehensive program is designed to support participants to overcome societal obstacles by providing sustained, holistic support from high school through post-secondary education and career pursuits so that Summer Searchers can become thriving adults with purpose and financial well-being.

Summer Search takes a strengths-based approach, focuses on helping students identify resources within themselves and their community, and actively facilitates brave spaces to support reflecting on their experiences.

Overall Impact

The power of this program comes from the combination of the depth of support provided by Summer Search and the mutual investment made by each young person in the program.

Summer Search participants go to college, graduate on time, and with less debt:

- 68% earn a bachelor’s degree within 6 years compared to 21% of their peers;
- The majority of alumni hold debt of less than $30K compared to $50K for adults aged 22–35 who borrowed money for college.

Summer Search alumni are closing the economic opportunity gap, optimistic about their careers, living lives of purpose and thriving:

- 80% feel ‘optimistic’ about future job opportunities, compared to the national average of 65%
- 82% agreed with the statement ‘I am always looking to find my life’s purpose’
- 3× more likely to report well-being consistent with ‘flourishing’ compared to a national sample of adults

Impact on Philadelphia Communities

For the 2022-2023 year, Summer Search Philadelphia will:

- Provide 144 high school students with professional mentorship and transformational summer experiences.
- Provide 128 post-secondary students with on-going supports in navigating all aspects of college life, career coaching, and internship placement.
- Have 165 incredible alumni in our network thriving in school, work and life.
The Role:

Location: Philadelphia, PA
Reports to: Chief Executive Officer

Position Summary:

The Executive Director (ED) will lead the vision, overall strategy, and direction of Summer Search Philadelphia. The ED is the lead relationship and coalition-builder who ensures that Summer Search Philadelphia operates effectively and builds the Summer Search network in Philadelphia and beyond. The ED creates and grows the organizational infrastructure necessary to execute on the strategic direction and priorities, including creating work plans, preparing and monitoring the budget, and leading the staff team. The ED leads fundraising efforts, creates and maintains relationships with the additional Summer Search ED leaders and other Summer Search national staff, and is responsible for continuing to grow the students served by Summer Search Philadelphia. The ED actively supports the Summer Search CEO, the Chair of the Philadelphia Advisory Board and the Board itself in carrying out the mission of the organization. The ED of Summer Search Philadelphia understands the importance of DEI and how to imbed it in all facets of their work.

Key Responsibilities:

- Providing vision for Summer Search Philadelphia and leading the development of long-term strategy, execution, and annual work plans
- Strengthening organizational vision; developing and implementing plans and goals in partnership with the CEO, Chair and Board
- Leading the staff, providing clear direction, transparency, and ensuring strong accountability
- Maintaining excellent relations with our students, their families and the schools that are a part if the Summer Search Philadelphia community
- Developing an engagement and brand awareness which assures that Summer Search Philadelphia is representing the needs of the program and communities served, with reasonable resource development goals as an outcome
- The Summer Search Philadelphia Executive Director will play an integral role in the leadership and strategic vision of the entire Summer Search network; they will be a member of the Senior Management Team and serve as a leader in the Executive Director Cohort
- Representing the Summer Search brand and serving as the lead media spokesperson for Summer Search Philadelphia
- Advocating on behalf of Summer Search and helping educate the public about the need for and impact of youth mentorship
The Executive Director of Summer Search Philadelphia will possess the following attributes and competencies:

**Passion for the Mission**
The ED will be a champion of, and personally invested in, improving the outcomes of youth. They will exhibit a wide-ranging curiosity and interest in the needs of Summer Search’s diverse constituents and will be capable of listening, advocating, and acting based on those needs, specifically trusting the individuals doing the work on the ground. The ED will have the skill and enthusiasm to remain at the forefront of the sector and to develop new and unique opportunities to serve the mission. The ED will understand the importance of DEI at the organization and incorporate it in all facets of their work. This leader will be an individual of unquestioned integrity, ethics, and values — someone who can be trusted without reservation. Known as a thoughtful and responsive leader, the ideal candidate will have a collaborative spirit and sense of humor and will be able to relate to the students served.

**Ambassador and Fundraiser**
The ED will have a track record of success in fundraising and will be a proactive relationship builder. They will have the expertise and mindset to build on Summer Search's development operations and help the organization reimagine fundraising, grounded in race, equity, and justice. The ED will thrive in the external aspects of the role, providing high-touch and authentic engagement with Summer Search’s donors and partners and will develop and/or sustain lasting relationships with current and potential donors. The ED will find ways to inspire both internal and external constituents as the face of Summer Search Philadelphia, and will be a poised and passionate spokesperson. They will have the ability to inspire, recruit, and mobilize a diverse community of stakeholders composed of students, parents, funders, nonprofit leaders, partner schools, Board members, and staff. As an engaging and convincing storyteller, the ED will employ their voice to elevate Summer Search’s place across the educational landscape in Philadelphia and beyond.

**Strategic and Visionary Leadership**
The ED will bring strategic and visionary leadership to Summer Search Philadelphia. They will have a successful track record as a builder, convener, executor, and innovator. Along with the CEO and Board, the ED will work to implement and iterate Summer Search Philadelphia’s strategic objectives and will be skilled at communicating the vision to a variety of constituents. They will thrive in a rapidly changing landscape and will be able to partner effectively with school partners and community to achieve goals. The ED will consistently have an eye on the future and be looking for ways for Summer Search to grow, deepen impact, collaborate, and lead in the evolving education landscape.

**Business Acumen and Management**
The ED will set the tone for the staff culture internally by prioritizing their development and creating a culture of equity, inclusion, and collaboration across all organizational efforts. They will be a seasoned manager, experienced building and leading teams and guiding team members’ growth and development. They will utilize best practices in nonprofit strategic planning and management, ensuring day-to-day operations are aligned with strategic, mission driven goals. They will understand the importance of a robust partnership with the Board and will be responsible for sound financial management practices and accountability. The ED will also balance priorities between the local site and the national team and ensure the Philadelphia team is aligned with organizational wide priorities and set up for success.
ED will have significant experience in organizational operations, finance, board governance and management, and be a strong partner to the staff. The ED will maintain a level of appropriate transparency and consult the staff as partners, leveraging cross-departmental strengths across the organization.

**Education:**

- A bachelor's degree is required. An advanced degree is strongly preferred.

**Compensation:**

- Salary is competitive and commensurate with experience. The salary range for this role is $145,000 to $155,000.

**

To learn more about this opportunity, please contact:

**Toya Lawson**
Partner, Bridge Partners
[mailto:toya.lawson@bridgepartnersllc.com](mailto:toya.lawson@bridgepartnersllc.com)

**Janet Albert**
Partner, Bridge Partners
[mailto:janet.albert@bridgepartnersllc.com](mailto:janet.albert@bridgepartnersllc.com)**