

Regional Impact Director

Organization Overview

United Way of Southwest Georgia serves a 13-county region, mobilizing resources and partnerships to create lasting change in education, financial stability, and health. Through collective impact strategies and a Southwest Ga, collaborative model, we convene stakeholders, align resources, and measure progress toward shared community goals.

Position Overview

The Regional Impact Director serves as a strategic leader responsible for advancing United Way of Southwest Georgia's community impact work across the 13-county service area. This position manages relationships with nonprofit partner agencies, leads regional grant development and management, and coordinates collective impact initiatives in education, health, and financial stability. The Regional Impact Director works closely with the President/CEO and serves as the primary liaison between United Way and community partners, ensuring alignment of resources, measurable outcomes, and sustainable community change.

Key Responsibilities

Community Impact Leadership and Partner Agency Relations

- Serve as primary relationship manager for United Way's portfolio of funded partner agencies across the 13-county region
- Lead the Community Investment process, including application review, site visits, outcome monitoring, and contract compliance
- Coordinate and facilitate UW Southwest Ga collaborative meetings across all four impact areas (Education, Health, Basic Needs and Financial Stability)
- Develop and maintain the regional Community Game Plan, conducting comprehensive needs assessments and updating strategic priorities every three years
- Facilitate collective impact initiatives including educational basics, McKinney-Vento homeless assistance, Mental Health First Aid (MHFA), QPR training, suicide prevention programs, healthy behaviors initiatives, financial stability roundtables, and housing-related programming
- Monitor and track partner agency performance against established metrics and outcomes
- Conduct regular site visits and maintain strong working relationships with executive directors and program staff across partner agencies
- Identify gaps in services and convene stakeholders to address unmet community needs
- Maintain regional dashboard and other data visualization tools to track community progress
- Lead collaborative community meetings with nonprofit partners, government agencies, schools, healthcare providers, and other stakeholders

- Coordinate speaking engagements and represent United Way at community resource events, conferences, and public forums

Regional Grant Development and Management

- Develop and execute a comprehensive regional grant strategy to support United Way's community impact priorities and partner agency capacity
- Research and identify federal, state, foundation, and corporate grant opportunities aligned with Southwest Georgia's needs and United Way's strategic plan
- Write, submit, and manage competitive grant proposals on behalf of United Way and in partnership with regional stakeholders
- Lead collaborative grant applications that bring together multiple partner agencies for regional initiatives
- Serve as grant writer for coalition efforts including Resilient Southwest Georgia Coalition and other regional partnerships
- Manage grant portfolio including compliance monitoring, reporting requirements, and relationship management with funders
- Prepare comprehensive grant reports with data, outcomes, and impact stories
- Attend funder meetings and site visits to maintain strong grantor relationships
- Track all grant deadlines, deliverables, and reporting requirements
- Build regional capacity for grant readiness among partner agencies through technical assistance and training
- Develop data collection systems to support grant applications and demonstrate community impact
- Identify opportunities for sustainable funding through multi-year grants and diversified revenue streams

Strategic Planning and Data Management

- Lead development and implementation of United Way's community impact strategy across the 13-county region
- Establish measurable community-level indicators and track progress toward collective goals
- Compile and analyze data from partner agencies, community assessments, and regional sources
- Prepare impact reports for the Board of Directors, funders, and community stakeholders
- Coordinate evaluation efforts to measure effectiveness of funded programs and collaborative initiatives
- Maintain systems for tracking volunteer engagement, program participation, and community outcomes
- Prepare presentations and reports demonstrating return on investment and community impact

Coalition and Partnership Development

- Build and maintain strategic partnerships with government entities, educational institutions, healthcare systems, businesses, and community organizations
- Represent United Way on regional coalitions and collaborative bodies
- Convene stakeholders around complex community challenges requiring multi-sector solutions
- Facilitate learning communities and peer networks among partner agencies
- Support capacity building for nonprofit partners through training, technical assistance, and resource sharing
- Identify and cultivate new partnership opportunities to expand United Way's reach and impact

Board and Committee Engagement

- Staff Regional Community Investment Committee, preparing agendas, materials, and recommendations
- Present community impact updates and grant progress to Board of Directors
- Prepare comprehensive board packets with partner agency data, grant status, and outcome reports
- Support Executive Committee and other board committees as needed with community impact information
- Facilitate board engagement with community partners through site visits and learning opportunities

Event Support and Community Engagement

- Support planning and execution of signature events including Campaign Kickoff, Tocqueville events, and special recognition programs
- Represent United Way at community events, resource fairs, and networking opportunities
- Deliver presentations to corporate partners, civic groups, and community organizations about United Way's impact
- Support Week of Caring and volunteer engagement activities as they relate to community impact goals
- Participate in United We Run and other fundraising events to build community awareness

Supervision and Team Leadership

- Supervise Community Programs, Interns, and provide mentorship and professional development
- Participate in team meetings and contribute to organizational culture of collaboration and excellence
- Coordinate with Resource Development and Finance teams to align impact work with fundraising and fiscal management
- Support President/CEO with special projects and strategic initiatives as assigned

Required Qualifications

Education:

- Bachelor's degree in nonprofit management, public administration, social work, public health, urban planning, or related field required
- Master's degree preferred

Experience:

- Minimum 5-7 years of progressive experience in nonprofit management, community development, or related field
- Demonstrated experience managing grant portfolios with successful track record of securing competitive grants (\$50,000+)
- Proven experience in collective impact, community collaboration, or coalition leadership
- Experience managing relationships with multiple partner organizations
- Track record of data-driven decision making and outcomes measurement

Skills and Competencies:

- Exceptional grant writing skills with ability to craft compelling narratives and demonstrate community impact
- Strong project management abilities with capacity to manage multiple complex initiatives simultaneously
- Data analysis skills and comfort with dashboards, metrics, and evaluation frameworks
- Excellent facilitation skills with ability to convene diverse stakeholders and build consensus
- Strategic thinking with ability to see systems-level connections and opportunities
- Superior written and verbal communication skills, including public speaking and presentation abilities
- Proficiency in Microsoft Office Suite, SharePoint, and database management systems (Bloomerang or similar)
- Experience with community needs assessment and strategic planning processes
- Understanding of social determinants of health and root causes of poverty
- Knowledge of federal and state grant programs (CDBG, ESG, LIHEAP, etc.) preferred

Personal Attributes:

- Deep commitment to equity, inclusion, and community-driven solutions
- Ability to build trust and authentic relationships across diverse communities
- Self-directed and entrepreneurial with strong initiative
- Cultural competency and ability to work effectively across differences
- Systems thinker who can balance strategic vision with tactical execution
- Collaborative leadership style with ability to share credit and elevate partners
- Resilience and adaptability in dynamic community environment
- Integrity and sound judgment in handling sensitive information

Work Environment and Expectations

Location: Albany, Georgia, with regular travel throughout the 13-county service area

Schedule: Full-time exempt position requiring flexibility for evening meetings, weekend events, and community engagements

Travel: Regular regional travel required (up to 30-40% of time) for site visits, community meetings, and partnership development. Valid driver's license and reliable transportation required.

Physical Requirements: Ability to attend events, conduct site visits, and participate in community activities. Some evening and weekend work required.

Reporting Relationship

This position reports directly to the President and CEO and serves as a key member of the leadership team.

Compensation and Benefits

Competitive salary commensurate with skillset and projected outcomes, typically in a range beginning at \$40,000 depending on qualifications. Comprehensive benefits package including health insurance, retirement plan, paid time off, and professional development opportunities.

To Apply

Interested candidates should submit a resume, cover letter detailing relevant grant writing experience and community impact philosophy, and three professional references to orson.burtonjr@unitedwayswga.org

United Way of Southwest Georgia is an equal opportunity employer committed to building a diverse and inclusive team that reflects the communities we serve.

About United Way of Southwest Georgia

United Way of Southwest Georgia brings together individuals, organizations, and resources to improve lives across our 13-county region. Through our focus on education, financial stability, and health, we work alongside community partners to create lasting change. Our collective impact approach, collaborative model, convenes stakeholders, aligns strategies, and measures progress toward shared goals. We believe that by working together, we can create stronger, more resilient communities across Southwest Georgia.