



**BOYS & GIRLS CLUBS
OF METRO SOUTH**

Director, Brockton's Promise Alliance for Youth

OPPORTUNITY SUMMARY:

With the support of Boston Children's Hospital's Office of Community Health, the revitalized Brockton's Promise Alliance for Youth aims to foster inter-agency and cross-sector collaboration to strengthen community policies, systems, and networks of support for youth through a collective impact approach to improving health equity for young people in the City of Champions. This dynamic collaboration provides a diverse coalition of Brockton leaders, residents, parents, caregivers, and youth with civic engagement and leadership opportunities across five "Promise Teams" – Safe Spaces, Caring Adults, Effective Education, Healthy Starts, and Opportunities to Serve – which convene to develop aligned strategies, share resources, mobilize initiatives, and amplify impact.

The Director of the Brockton's Promise Alliance for Youth serves as the conduit for this critical collaboration. They will provide overall leadership and operational oversight for Brockton's Promise, including recruiting and supporting Co-Chair agencies from across the Brockton community who lead each of the 5 Promise Teams and a Youth Council; supporting the coordination of collaboration between the Promise Teams; conducting outreach to various groups and individuals to ensure representation from and empowerment of a diverse cross-section of stakeholders; ensuring progress towards the goals and objectives of the Healthy Communities grant from Boston Children's Hospital and reporting back on grant impact, expenditures, and compliance.

Boys & Girls Clubs of Metro South (BGCMS) is proud to serve as the "backbone" organization for this collaborative initiative and functions as the host organization for the Brockton's Promise Director. The Director will be an employee of BGCMS, entitled to all benefits and resources extended to full-time employees of the organization. BGCMS' Vice President & Chief Advancement Officer will serve as the direct supervisor of the Brockton's Promise Director and will provide ongoing leadership, partnership, and support.

This is a hybrid role. The Director will be based out of the BGCMS Brockton Clubhouse but will spend considerable time "out and about" in the Greater Brockton community to develop and nurture relationships with partners from the youth development and support services ecosystem (nonprofits, Brockton Public Schools and local charter and technical schools, healthcare, business, human services, faith-based, philanthropic, and government sectors) to expand and strengthen the reach and impact of Brockton's Promise.

ESSENTIAL FUNCTIONS:

- Recruit and support representatives from Co-Chair agencies to lead each of the 5 Promise Teams, navigating transitions as they arise and ensuring opportunities for rotation of leadership positions.
- Lead and support the Steering Committee (comprised of Promise Team Co-Chairs and several at-large members) by scheduling and facilitating quarterly strategy meetings to ensure collaboration, alignment, and effectiveness of the Promise Teams individually and collectively.
- Work in close partnership with the Steering Committee to:

- Recruit partner agencies to comprise the membership of each of the Promise Teams, bringing together multiple sectors central to supporting youth.
- Recruit youth and parent representatives to become members of each Promise Team, as well as a standalone Youth Council.
- Convene quarterly Steering Committee meetings to convene leadership from partner agencies to execute and refine the Brockton's Promise multi-year Work Plan
- In partnership with Promise Team Co-Chairs, facilitate monthly Promise Team Meetings with intentional agendas, inclusive dates/times/locations, accessible technology and resources, and clear objectives.
- Host periodic community listening sessions open to the public to gather insights and feedback from stakeholders and to educate community members (youth, parents, etc.) about opportunities to serve and lead within Brockton's Promise.
- Oversee vision and strategy for robust partnerships and engagement with relevant youth-serving nonprofits, community-based organizations, government entities, school systems, healthcare providers, etc. to foster a community-wide continuum of care and support for youth.
- Ensure consistent, inclusive communication and transparency with partners and stakeholders. Develop best practices and communication channels to promote collaboration and capture partnership history, documentation, and metrics.
- Connect BGCMS and other Brockton's Promise partner agencies to meaningful opportunities to support community needs (i.e., food insecurity, access to mental health, etc.) that are directly aligned with our missions and strategic visions for impact.
- Ensure Brockton's Promise's presence in appropriate community groups, meetings, and events impacting youth by serving as the primary representative of BP at these gatherings.
- Develop and deploy a comprehensive marketing strategy to ensure broad awareness of Brockton's Promise, its goals, initiatives, and opportunities for involvement with support from BGCMS' Director of Marketing & Communications.
- As appropriate, provide logistical support to Promise Teams in executing high-impact initiatives and projects (e.g. surveys, resource fairs, workshops, marketing campaigns, directories, toolkits, etc.) as targeted strategies to improve SDOHs that emerge throughout the partnership.
- Provide counsel and feedback to brief and leverage the BGCMS Vice President & Chief Advancement Officer for relevant community and partner engagement opportunities, relevant policy and thought leadership convenings, etc.
- Evaluate and report on outcomes and key performance metrics to inform our funding partner(s).

QUALIFICATIONS:

- Bachelor's Degree and/or equivalent educational and skill-building experiences.
- At least 5 years of related nonprofit, community organizing, project management, and/or partnership development experience.
- Understanding of and deep appreciation for the mission, vision, and values of Boys & Girls Clubs of Metro South and the Brockton's Promise Alliance for Youth.
- Ability to relate effectively to diverse groups (partners, staff, families, youth) and a track record of building and sustaining meaningful relationships with individuals from all socioeconomic backgrounds.
- Commitment to professionalism including high expectations and standards of quality, a strong work ethic and personal code of ethics, accountability, and dependability.

- Superior organizational skills, attention to detail, and project management experience, including ability to work efficiently and effectively to meet deadlines in a cross-functional, team-based environment.
- Demonstrated resource management, budgeting, and reporting skills.
- Technological proficiency, including a command of the Microsoft Office Suite, the Google Suite, and familiarity with using a CRM database to track and extract information.
- Strong communication skills (written and verbal) are needed, including the ability to present in front of large groups, interact with and motivate donors, represent the organization at community events and meetings, and write compelling copy and narrative.
- Flexibility to attend morning and/or early evening meetings and community engagement events.
- Familiarity with the Brockton community is highly desired.

BOYS & GIRLS CLUB COMPETENCIES:

Engaging Community: Builds bridges beyond our walls to ensure our Clubs' work is community-focused, welcoming of all, and providing wide-reaching community benefits.

Inclusion: Values all people (youth, families, staff, volunteers, partners, etc.) for their unique talents, and takes an active role in promoting practices that support diversity, equity, inclusion, and belonging.

Communication & Influence: Listens to understand and expresses self effectively (in written and verbal communications) in ways which engage, inspire, inform, and build commitment to our mission.

Program/Project Management: Ensures program/project budgetary and impact goals are achieved with respect for workflows and deadlines.

Innovation: Creates and implements new and relevant approaches and activities that improve and expand the Clubs' work and impact in the community and on members.

Developing Self & Others: Develops self (skills and actions) and supports others (e.g., staff, volunteers, members), both formally and informally, to achieve their highest potential.

Teamwork & Cooperation: Demonstrates ability to work productively and cooperatively with others at all levels to achieve individual and collective goals for impact. Demonstrates emotional intelligence.

HOW TO APPLY:

Please email your cover letter and resume to mlombardo@bgcmetrosouth.org or mail to:

Monica Lombardo
 Vice President & Chief Advancement Officer
 Boys & Girls Clubs of Metro South
 Club Support Center
 19 Court Street
 Taunton, MA 02780

Salary Range:

\$70,000-\$80,000

Benefits: Medical, Dental, STD, LTD, Life, and Pension

Search Process Target Dates:

- Job Announced: April 1, 2026
- Resumes accepted and reviewed on a rolling basis through May 1, 2026 (5:00 PM EST)
- Selection made mid-May 2026
- Start Date (anticipated): early-mid June 2026

DISCLAIMER: The information presented indicates the general nature and level of work expected of employees in this classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities, qualifications and objectives required of employees assigned to this job. All offers are contingent upon passing a thorough background check including a CORI, SORI and National Criminal History Background check. Boys & Girls Clubs of Metro South is an Equal Opportunity Employer.