



Job Title: Executive Director

Department: Community Impact/Union Uplifted

Reports To: President/CEO

Salary: Starting at \$80,000, commensurate with experience

FLSA Status: Exempt, Full-time

Core Hours: M-F, 8:00 AM–5:00 PM

Revision Date: January 2026

Location: Union, SC

SUMMARY

Lead Union Uplifted, United Way of the Piedmont's (UWP) Union County cradle-to-career initiative, aligning systems, partners, and resources around population-level outcomes for children, youth, and families to increase financial security and stability. Guided by the StriveTogether framework, advance community-wide strategies that ensure every child can thrive and succeed from early childhood through postsecondary completion and career attainment. Build and coordinate cross-sector partnerships; engage community volunteers in strategy development; lead communications, initiative-level fundraising, and budgeting in collaboration with UWP shared services; align work around shared indicators; translate data into action; and mobilize partners toward equitable outcomes across key pillars (e.g., Early Care & Learning, Workforce Readiness, Postsecondary & Career Pathways).

ESSENTIAL DUTIES AND RESPONSIBILITIES

Collective Impact Leadership & Strategy

- Establish and sustain a shared cradle-to-career vision across multiple pillars.
- Align cross-sector partners around population-level outcomes, indicators, and strategies.
- Lead development and execution of annual and multi-year action plans tied to measurable results.
- Build and manage collaborative action networks that drive accountability.
- Identify disparities and co-design strategies to close outcome gaps.

Community Leadership, Engagement & Communications

- Build trusted relationships with community leaders, system partners, parents, youth, and residents.
- Serve as a community catalyst, adapting leadership across facilitator, strategist, and advocate roles.
- Convene and facilitate partner meetings, working groups, and cross-sector task forces.
- Serve as the primary ambassador and storyteller, building public understanding and support.
- Lead initiative-level communications in coordination with UWP staff.

Data, Outcomes & Continuous Improvement

- Guide results-based data, evaluation, and learning efforts aligned to shared outcomes.
- Translate data into actionable insights that inform strategy and improvement.
- Ensure partners have access to usable data and shared learning tools.
- Collaborate with UWP team to produce dashboards, reports, and outcome summaries.
- Foster a culture of continuous improvement focused on learning and impact.

Fundraising & Resource Development



- Lead initiative-level fundraising strategy in partnership with UWP Resource Development team.
- Cultivate and steward funder and donor relationships.
- Contribute to grant development and outcome-focused narratives.
- Ensure accurate, timely funder/partner reporting supported by UWP team.
- Align funding strategies to support sustainability and growth.

Operations & Network Accountability

- Oversee day-to-day operations, project management, and partner coordination.
- Manage budget and initiative resources.
- Execute MOUs and partnership agreements in alignment with UWP policies.
- Build the systems, relationships, and capacity needed to establish and sustain a high-performing StriveTogether-aligned partnership.

Team & Volunteer Leadership

- Build and support a diverse, high-performing team of staff, facilitators, and volunteers.
- Recruit, train, and support volunteers engaged in action networks.
- Provide coaching, professional development, and clear performance expectations.
- Foster a collaborative, accountable, and learning-oriented team culture.

CORE & LEADERSHIP COMPETENCIES

Mission-Focused: Understands how the role advances UWP's mission and vision of a united community where everyone thrives.

Effective Communicator: Communicates clearly, persuasively, and diplomatically across diverse audiences; serves as a compelling spokesperson.

Collaborative Leader: Builds alignment across systems, sectors, and stakeholders.

Results-Driven: Sets, pursues, and tracks measurable goals; embraces innovation and continuous improvement.

Brand Steward: Demonstrates integrity, professionalism, and ethical conduct; protects and enhances the UWP brand.

Adaptability & Efficiency: Thrives in fast-paced environments; manages multiple priorities with organization and urgency.

EDUCATION & EXPERIENCE

- Bachelor's degree required; master's degree in Education, Public Administration, Social Work, Nonprofit Management, or related field preferred.
- Minimum 5-7 years of experience in collective impact, systems change, education, workforce development, community engagement, or nonprofit leadership.
- Demonstrated experience leading cross-sector partnerships and advancing shared outcomes.
- Experience managing complex initiatives, multiple partners, and measurable results.



- Familiarity with the StriveTogether framework and the ability to develop the expertise, relationships, and systems needed to establish Union Uplifted as a StriveTogether partnership.

OTHER REQUIREMENTS

- Strong project management skills with the ability to manage multiple priorities and shifting timelines.
- Proficient in Microsoft Office Suite; experience using AI tools to increase productivity.
- Ability to learn and use other technologies and systems for relationship management and virtual convening
- Willing and able to work a flexible schedule, including occasional early mornings and evenings.
- Comfortable working in a hybrid environment.
- Valid driver's license and access to reliable transportation throughout the workday.

WHY JOIN US?

- Competitive benefits
 - Insurance: We offer medical, dental, and vision insurance. Employee-only dental and vision coverage, as well as supplemental life/AD&D insurance, short-term disability insurance, long-term disability insurance, and two employee assistance programs, are provided at no cost.
 - Retirement: 401k with 3% safe harbor contribution and up to 2% discretionary employer match.
 - Time away from work: 13 annual holidays, paid annual vacation time accrued based on tenure, paid annual sick leave, up to 4 weeks of paid family care leave and 4 additional weeks of unpaid family care leave.
 - Earned Wage Access: We partner with ZayZoon, an employee benefit that gives you instant access to your wages ahead of payday.
- Flexible work environment
- Supportive and caring team
- Opportunity to make a difference in our community

OUR COMMITMENT TO OPPORTUNITY FOR ALL

We believe that everyone deserves the opportunity to thrive. And that means everyone.

- We value the visible and invisible qualities that make you who you are.
- We welcome that every person brings a unique perspective and experience to advance our mission and strengthen health, youth opportunity, community resiliency, and financial security across our community.
- We believe that each United Way community member, donor, volunteer, advocate, and employee must have access to solving community problems.
- We strive to include practices promoting access and involvement of all community members at the center of our daily work.



- We commit to using these practices for our business and our communities.

PHYSICAL DEMANDS and WORK ENVIRONMENT

This role includes a variety of activities such as sitting, standing, talking, and using a computer or phone. Occasionally, tasks may involve reaching, bending, kneeling, or lifting and moving items up to 25 pounds. The work environment is typical of an office setting, with moderate noise from phones, printers, keyboards, and visitors. It also involves working at a desk, computer terminal, or in conference rooms.

We are committed to creating a workplace where everyone feels included. If any of these tasks or conditions present challenges, we're happy to explore reasonable accommodations to support your success and comfort in this role.

The United Way of the Piedmont has reviewed this job description to ensure that essential functions and basic duties have been included. It is intended to provide guidelines for job expectations and the employee's ability to perform the position described. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate. This document does not represent an expressed or implied contract of employment nor does it alter your at-will employment, and the United Way of the Piedmont reserves the right to change this job description and/or assign tasks for the employee to perform, as the United Way of the Piedmont may deem appropriate.

HOW TO APPLY

We know that not everyone checks every box on a job description, and that's okay! If you're excited about this role and believe you could contribute to our team, we encourage you to apply. We value diverse skills, experiences, and perspectives, and we're committed to building a workplace where everyone feels they belong.

United Way of the Piedmont is an Equal Opportunity Employer and Employer of National Service, AmeriCorps, Peace Corps, and other National Service. Alumni are encouraged to apply.

To apply, please email your resume, cover letter, and salary requirements to hr@uwpiedmont.org.