



Job Description: Vice President of Strategy & Impact

Position Status:	Exempt, Full Time (1.0 FTE) Occasional evening/weekends required
Location:	Based at Communities In Schools of Virginia – State Office, Richmond; Current work environment is remote/hybrid, subject to change; Flexible work location pending availability to travel statewide with ease
Reports to:	President/State Director
Benefits:	Medical/Dental/Flexible spending, PTO, Holidays, Retirement matching

About Communities In Schools of Virginia

Communities In Schools (CIS) of Virginia supports a growing network of affiliate offices across the Commonwealth, helping students stay in school and achieve in life through the proven CIS model of Integrated Student Supports. The state office provides strategic leadership, technical assistance, and resource development to sustain and grow high-quality programs that meet evolving community needs.

The CIS of Virginia (CIS-VA) office is a small, but high energy organization supporting 6 independent affiliates and one emerging affiliate across Virginia in adherence to guidelines developed by the CIS national office. Our role is to drive statewide growth and help ensure local affiliates have the tools and capacity to provide and sustain strong student services in their local communities.

Position Summary

The Vice President of Strategy & Impact is a key executive leader responsible for driving statewide program excellence, strategic growth, and innovation. This role ensures the CIS model is implemented with fidelity across Virginia while expanding our network's capacity to meet emerging student and community needs.

This position leads strategic partnerships, data and impact evaluation, and statewide program development, working closely with affiliate leaders, state partners, and internal teams to maximize the network's impact and sustainability. This role requires a visionary leader who is action-oriented, collaborative, and committed to advancing equity through innovative, scalable solutions.

Key Responsibilities

Strategic Leadership & Organizational Growth

- Collaborate with the CEO, Board, and senior leaders to set and execute the statewide strategic vision.
- Partner with the Development Team to identify and secure diverse funding streams for innovation, sustainability and program expansion
- Align programmatic strategy with state education policy trends, reform efforts, and workforce development initiatives.

- Support cross-team alignment between data, programming, expansion and resource development.

Research and Innovation

- Support CIS-VA and Network-wide use of research data to drive decision making and to effectively tell the CIS story across all internal and external stakeholder groups.
- Lead research and evaluation, trend identification and implementation of innovations to ensure program relevance in the education, juvenile justice and workforce development spaces.
- Support the use of high-quality implementation of the CIS model with fidelity across the network
- Design innovations and implementation tools to ensure effective service delivery across all programming

Program Operations and Implementation

- Provide leadership to strengthen the capacity of CIS affiliates to deliver high-quality programming with measurable student impact.
- Oversee training, technical assistance, and professional development to build a data-driven culture across the network.
- Lead the design process of statewide training programs, convenings, and implementation tools to support affiliate growth and program fidelity.
- Manage the network's accreditation process and support affiliates in meeting CIS national standards.
- Identify and lead innovative statewide initiatives that respond to emerging student and community needs, including efforts in education, juvenile justice, and workforce development.
- Ensure high-quality program implementation, supporting scalability and continuous refinement.

Evaluation and Impact

- Serve as a statewide content expert on data quality, evaluation, and program impact.
- Lead assessment of CIS implementation across Virginia, ensuring consistent use of evidence-based practices.
- Design and lead statewide analyses integrating CIS and public data to evaluate value proposition.
- Direct analysis and translation of data into compelling reports, visualizations, and insights for internal and external audiences.
- Manage evaluation processes to fulfill grant reporting requirements, inform strategic decisions, and support advocacy efforts.
- Identify measurement gaps and work with affiliates to incorporate new tools and methodologies.

Network Relations & Statewide Partnerships

- Build strong, collaborative relationships with affiliate Executive Directors and Program Leadership, ensuring alignment with CIS of Virginia's strategic goals.
- Represent CIS of Virginia in state-level partnerships, task forces, and policy discussions with the Department of Education and other key stakeholders.
- Support the growth and impact of CIS in new localities and regions by driving focused expansion and partnership strategies.

- Assist in identifying opportunities to advocate for statewide policies and untapped funding streams that support student success and CIS program sustainability.

Organizational Leadership & Operations

- Prepare and manage an annual operational budget for training and professional development.
- Serve as liaison to CIS National workgroups on learning, practice, accreditation, and evaluation.
- Lead and mentor staff, fostering a culture of innovation, equity, and continuous learning.
- Contribute to key communications, including reports, grant narratives, and executive correspondence on behalf of the CEO.

Qualifications

- 10+ years of experience in nonprofit leadership (strong preference for youth-serving organizational experience), education policy, program management, or related fields.
- Proven success in strategic planning, program innovation, and statewide or multi-site operations.
- Expertise in data-driven decision-making, evaluation, and impact measurement.
- Experience managing complex partnerships, including government agencies and funders.
- Strong communication, relationship-building, and advocacy skills.
- Demonstrated commitment to equity, inclusion, and sustainability in program design.

Preferred:

- Advanced degree in education, public administration, nonprofit management, or related field
- Experience with government grants and statewide policy engagement

Compensation & Benefits

- Salary Range: Competitive, commensurate with experience.
- Benefits: Comprehensive package including health insurance, retirement plan, paid time off, and professional development.

How to Apply

Submit a resume and cover letter addressed to Dr. Mark Emblidge, President, to layner@cisofva.org by June 30. Position will remain open until filled.

Not sure you meet every single qualification?

We understand that no career follows a straight line. If you bring strong leadership experience, strategic vision, knowledge about public education and/or youth services and a deep commitment to our mission, we encourage you to apply—even if your background doesn't align perfectly with every responsibility listed. We value diverse perspectives and believe the right candidate is more than a checklist.

CIS of Virginia is an equal opportunity employer, committed to building a diverse and inclusive workplace.