

**EMPath**

Economic Mobility Pathways

**Boyden Executive Search Contact**Wendy Wilsker | 781.572.5703 | [wwilsker@boyden.com](mailto:wwilsker@boyden.com)Shaké Sulikyan | 508.410.1811 | [ssulikyan@boyden.com](mailto:ssulikyan@boyden.com)**Position Summary**

Economic Mobility Pathways (EMPath) is a national non-profit organization that transforms lives by helping people move out of poverty and provides other organizations with the tools to do the same. EMPATH is a high-performing and innovative organization that achieves its mission through the fundamental values of inclusiveness and diversity, mutual respect, support, and learning.

In collaboration with the Chief Executive Officer and the executive team, the Chief Operating Officer/Senior Vice President (COO/SVP) will help to develop, implement, and articulate a strategic vision for the organization that focuses on strategic growth, especially in program reach and effectiveness. The COO/SVP oversees a portfolio that includes: 1) EMPATH's housing portfolio; 2) our innovative coaching programs; 3) Technology; 4) Facilities; and 5) Human Resources.

The COO/SVP reports to and serves as a trusted advisor to the CEO. The COO/SVP plays a critical leadership role at EMPATH, driving operational excellence, compliance, strategic growth, and innovation across the organization. As a key member of the executive team, the COO/SVP oversees day-to-day operations, ensures the effective implementation of strategic initiatives, and cultivates a culture of collaboration, accountability, and continuous improvement. This position requires a strong operational leader with a deep commitment to EMPATH's mission, exceptional problem solving and crisis management skills, and the ability to manage complex operations in a dynamic, fast-paced environment.

**Essential Responsibilities****Strategic Leadership:**

- Collaborate with the CEO and executive team to develop and execute the organization's strategic plan, ensuring alignment with EMPATH's mission, vision, and values.
- Provide leadership in developing and implementing organizational goals, objectives, and performance metrics.
- Drive innovation and continuous improvement across all areas of operations to enhance program impact and organizational efficiency.

**Operational Management:**

- Oversee day-to-day operations, including program service-delivery, human resources, and technology, as well as the operational efficiency of EMPATH's housing facilities to ensure safe, high-quality living environments for participants.
- Ensure compliance with safety regulations, housing standards, and building codes across all properties.
- Ensure that all operational functions are aligned with the organization's strategic goals and are effectively supporting program outcomes.
- Implement and manage effective systems, processes, and controls to ensure high-quality service delivery, compliance, and risk management.

**Team Leadership and Program Development:**

- Oversee Human Resources, building, leading and mentoring a high-performing, diverse team of senior leaders and staff, fostering a culture of collaboration, accountability, and professional growth.
- Drive the development and implementation of new programs and initiatives that advance EMPATH's mission and expand its impact.
- Leverage data and analytics to inform decision-making, enhance program effectiveness, and demonstrate impact to stakeholders.

**Crisis Management:**

- Develop and implement crisis management strategies and protocols to ensure the organization's preparedness and resilience in the face of emergencies or unexpected challenges.
- Lead the organization's response during crises, ensuring clear communication, swift decision-making, and effective coordination of resources.
- Conduct regular risk assessments and scenario planning to identify potential vulnerabilities and strengthen the organization's ability to respond to various crises.

**Qualifications**

- Proven experience (10+ years) in a senior leadership role, preferably in the nonprofit sector, with a track record of success in operational management and strategic planning.
- Comprehensive working knowledge of organizational planning, organizational structure, budgeting, administrative operations, and fundraising, including operational performance metrics and financial reporting.
- Demonstrated ability to lead and inspire diverse teams, with a commitment to fostering an inclusive and equitable workplace.
- Excellent interpersonal and communication skills, with the ability to find common ground, build consensus/compromise, and strengthen collaboration among a wide range of diverse stakeholders.
- Strategic thinker with a track record of driving innovation and organizational growth.

- Strong organizational and analytical skills that reflect ability to perform and prioritize multiple tasks, and ability to manage multiple deadlines simultaneously.
- Ability to take initiative to identify and act on problems and lead by example.
- Deep commitment to EMPath's mission and a passion for social justice, economic mobility, and racial equity.
- Bilingualism is a plus!

### Compensation

\$178,000 to \$230,000 plus benefits.

*EMPath is committed to recruiting, hiring, and sustaining a diverse workforce. Highly qualified individuals, regardless of race, color, national origin, religion, gender expression, sexuality, age, disability or veteran status, are strongly encouraged to apply. EMPath is an EEO/ADA/ADEA employer headquartered in Boston. To ensure greater productivity and work-life balance for their employees, EMPath has implemented a 36-hour, 4-day work week. This position requires a minimum of 3 days of in-person work in their administrative offices, with a 1 day remote option. Some out-of-state travel may also be required.*

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**About Boyden**

Founded in 1946, Boyden global executive search was the first firm to focus entirely on retained executive search. Others would soon follow, using many of the basic tenets and principles that Sidney Boyden put in place: maintaining a strict code of ethics and standards; establishing a global presence; creating uniform processes; and working with highly experienced business partners. These aspects of Sidney Boyden's vision are still in use today.

Boyden continues to be a leader in the executive search industry. Through the ever-expanding use of cutting-edge technology, while always adhering to strict ethical standards, we remain true to our rich heritage as the founders of retained executive search. We cover the globe with over 70 offices in more than 40 countries, led by resident professionals adept at working in a global economy. We are poised to help our clients find the people who will lead them today and into the future. In addition to retained executive search, Boyden works with clients seeking advice regarding their Boards. We also assist clients with interim management and leadership assessment.

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