



POSITION PROFILE

# Seattle Executive Director Summer Search

Seattle, WA



# ABOUT SUMMER SEARCH

## DREAM. SEE. DO.

Through a combination of mentoring and transformative experiences, Summer Search supports young people to successfully transition from adolescence into adulthood. They aim to unleash the potential of their young people while also building a toolkit for navigating systemic barriers to higher education and career opportunities.

### The Challenge

All young people possess strength and resilience, and when provided with expansive opportunities and a community of support, they can discover where they want to go and what they want to become.

Yet not all young people are afforded the same opportunities to thrive in our society. Students from low-income backgrounds, especially BIPOC students, are confronted with overlapping systems of oppression that inhibit their access to opportunities more easily granted to their higher-income, white peers.

Specifically, these students face obstacles accessing mentoring, opportunities for growth, high quality education, and professional networks:

- Nationwide, approximately 16 million youth will reach age 19 without ever having a mentor;
- Only 21% of low-income, first-generation students earn a bachelor's degree; and
- 43% of college students relied on family connections to get an internship interview.

### Participants

Summer Search partners with young people from low-income communities in the San Francisco Bay Area, Seattle, New York City, Philadelphia, and Boston.

The median family income for participants is \$24,732, and 96% qualify for free or reduced lunch. Ninety-three percent of participants are or will be the first in their families to attend college. Summer Search participants identify as the following: 49% Latinx, 24% African American, 16% Asian, 6% Multi-Racial, 3% White (including Middle Eastern), <1% Native Hawaiian/Pacific Islander, <1% Native American, and 2% Other.

## Approach

Summer Search's unique and effective approach to their program, Depth Mentoring, uses four lenses to support students to THRIVE. Their niche in the mentoring field comes from a combination of 30 years of practitioner experience with paid youth development professionals fine tuning their methods, student and alumni voice informing their practices, and partnership with key leaders in the field.

### The four lenses of Depth Mentoring include:

- Social Emotional Skills;
- Adolescent Development & Identity Formation;
- Critical Consciousness; and
- Trauma Sensitivity.

Summer Search's comprehensive program is designed to support participants to overcome societal obstacles by providing sustained, holistic support from high school through post-secondary education and career pursuits so that Summer Searchers can become thriving adults with purpose and financial well-being.



### Each participant is offered:

- Deep and sustained peer and mentor relationships developed through both 1:1 and peer-group mentoring facilitated by skilled youth development practitioners;
- Unique Participant-Centered Model that supports participants to 1) learn and grow from their lived experiences through cycles of action and reflection, and 2) have space to claim their racial and cultural identity while building understanding of how identity influences how others experience them;
- Two immersive summer experiential learning opportunities during high school that are fully funded and provide further opportunities for personal growth that occur through the process of action and reflection;
- Individualized post-secondary pathway exploration, financial aid advising and financial capability coaching;
- Consistent network of support for 7-9 years, from high school all the way through participants' launching their careers; and
- Access to a national network of dedicated staff, alumni, board, and corporate partners for professional development opportunities, including career coaching, job shadow days, internships and targeted job opportunities.



Summer Search takes a strengths-based approach, focuses on helping students identify resources within themselves and their community, and actively facilitates brave spaces to support reflecting on their experiences.



## Overall Impact

The power of this program comes from the combination of the depth of support provided by Summer Search and the mutual investment made by each young person in the program.

Summer Search participants go to college, graduate on time, and with less debt:

- 68% earn a bachelor's degree within 6 years compared to 21% of their peers;
- The majority of alumni hold debt of less than \$30K compared to \$50K for adults aged 22–35 who borrowed money for college.

Summer Search alumni are closing the economic opportunity gap, optimistic about their careers, living lives of purpose and thriving:

- 80% feel 'optimistic' about future job opportunities, compared to the national average of 65%;
- 82% agreed with the statement 'I am always looking to find my life's purpose'; and
- 3x more likely to report well-being consistent with 'flourishing' compared to a national sample of adults.

# SUMMER SEARCH SEATTLE

Summer Search Seattle provides year-round group and individual mentoring, transformational summer experiences, and post-secondary preparations and advising for Seattle youth.

## The Approach

The 7+ Year program aims to help students create bright futures where they thrive academically, financially, career-wise, and within their relationships.

## The Program

Every day Summer Search connects students to expansive opportunities. They show them they possess not just the talent, but also the inner strength to carve their place in the world. Because when each of us cultivates the power and courage inside us, we become unstoppable.

## Seattle Impact

In Seattle, Summer Search serves more than 100 high school students, 164 post-secondary students, and 316 alumni. They are proud of the 100% high school graduation rate and 86% college acceptance rate.



## Mentorship

(At the Start) Starting as sophomores, Summer Search students are paired with a professional staff mentor for 1-on-1 mentoring conversations. They also participate in group mentoring sessions where students meet with their mentor and a group of fellow high school peers.

(Sophomore Year) In these student-led conversations and group mentoring sessions, students engage in activities, reflection, and discussion to support identity development, career exploration, financial literacy, and other practical skill development.

## Summer Experiences

(Summer #1) Summer Search students are awarded scholarships to participate in summer experiences after their sophomore and junior years. These are opportunities for growth and connection that are both challenging and empowering. They prepare students to get out of their comfort zone.

(Summer #2) Their second summer experience will range from wilderness expeditions, to cultural and service trips, as well as academic or career-related programs. Students partner with their mentor to decide which opportunities best fit their interests and aspirations.

## Post-Secondary Advising

(Senior Year) Summer Search partners with students to navigate toward their post-secondary dreams. This could mean going to college (They help 97% of their Seniors get accepted to college.) It could also mean starting a trade, business, or other adventure. They're here to help guide students.

(Graduation) Next, Summer Searchers explore many different post-high-school pathways and receive individualized support, financial aid advising, and college/career guidance as students determine which path is best for them and their goals.

For more information on Summer Search Seattle, please visit their [website](#).



# THE OPPORTUNITY

Reporting to the CEO, the Executive Director (ED) will lead the vision, overall strategy, and direction of Summer Search Seattle. The ED is the lead relationship and coalition-builder who ensures that Summer Search Seattle operates effectively and builds the Summer Search network in Seattle and beyond. The ED creates and grows the organizational infrastructure necessary to execute on the strategic direction and priorities, including creating work plans, preparing and monitoring the budget, and leading the staff team.

The ED leads fund development, creating and maintaining relationships with the additional Summer Search ED leaders, and growing the resources for Summer Search. The ED actively supports the Summer Search CEO and Board in carrying out the governance of the organizations. The ED of Summer Search Seattle understands the importance of DEI and how to imbed it in all facets of their work.



**Key responsibilities for the ED include:**

- Providing vision for Summer Search Seattle and leading the development of long-term strategy, execution, and annual work plans;
- Strengthening organizational vision; developing and implementing plans and goals in partnership with the CEO and Board;
- Leading the staff, providing clear direction, transparency, and ensuring strong accountability;
- Building relationships and partnership development to advance the programs of Summer Search;
- Developing an engagement and brand awareness which assures that Summer Search Seattle is representing the needs of the program and communities served, with reasonable resource development goals as an outcome;
- Representing the Seattle team on the Senior Management Team and serving as a leader in the Executive Director Cohort;
- Formulating and executing comprehensive brand recognition and fundraising strategies that will result in direct impact on the program;
- Representing the Summer Search brand and serving as the lead media spokesperson for Summer Search Seattle;
- Advocating on behalf of Summer Search and helping educate the public about the need for and impact of youth mentorship; and
- Championing and advancing Summer Search’s internal diversity, equity, inclusion, and belonging efforts; equipping staff and partners with the resources and knowledge necessary to manage courageous conversations about diversity, equity, and inclusion that lead to action and results.

# CANDIDATE PROFILE

The Executive Director of Summer Search Seattle will possess the following attributes and competencies:

## **Passion for the Mission**

The ED will be a champion of, and personally invested in, improving the outcomes of youth. They will exhibit a wide-ranging curiosity and interest in the needs of Summer Search's diverse constituents and will be capable of listening, advocating, and acting based on those needs, specifically trusting the individuals doing the work on the ground. The ED will have the skill and enthusiasm to remain at the forefront of the sector and to develop new and unique opportunities to serve the mission. The ED will understand the importance of DEI at the organization, and incorporate it in all facets of their work. This leader will be an individual of unquestioned integrity, ethics, and values — someone who can be trusted without reservation. Known as a thoughtful and responsive leader, the ideal candidate will have a collaborative spirit and sense of humor.

## **Ambassador and Fundraiser**

The ED will have a track record of success in fundraising and will be a proactive relationship builder. They will have the expertise and mindset to build on Summer Search's development operations and help the organization reimagine fundraising, grounded in race, equity, and justice. The ED will thrive in the external aspects of the role, providing high-touch and authentic engagement with Summer Search's donors and partners and will develop and/or sustain lasting relationships with current and potential donors. The ED will find ways to inspire both internal and external constituents towards a culture of philanthropy. As the face of Summer Search Seattle, the ED will be a poised and passionate spokesperson. They will have the ability to inspire, recruit, and mobilize a diverse community of stakeholders composed of students, parents, funders, nonprofit leaders, Board members, and staff. As an engaging and convincing storyteller, the ED will employ their voice to elevate Summer Search's place across the educational landscape in Seattle and beyond.

## Strategic and Visionary Leadership

The ED will bring strategic and visionary leadership to Summer Search Seattle. They will have a successful track record as a builder, convener, executor, and innovator. Along with the CEO and Boards, the ED will work to implement and iterate Summer Search Seattle’s strategic objectives and will be skilled at communicating the vision to a variety of constituents. They will thrive in a rapidly changing landscape and will be able to partner effectively with school partners and community to achieve goals. The ED will consistently have an eye on the future and be looking for ways for Summer Search to grow, deepen impact, collaborate, and lead in the evolving education landscape.

## Business Acumen and Management

The ED will set the tone for the staff culture internally by prioritizing their development and creating a culture of equity, inclusion, and collaboration across all organizational efforts. They will be a seasoned manager, experienced building and leading teams and guiding team members’ growth and development. They will utilize best practices in nonprofit strategic planning and management, ensuring day-to-day operations are aligned with strategic, mission driven goals. They will understand the importance of a robust partnership with the Board and will ensure fiduciary responsibility and sound financial management practices and accountability. The ED will also balance priorities between the local site and the national team and ensure the Seattle team is aligned with organizational wide priorities and set up for success. The ED will have significant experience in organizational operations, finance, board governance and management, and be a strong partner to the staff. The ED will maintain a level of appropriate transparency and consult the staff as partners, leveraging cross-departmental strengths across the organization.



# COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role is \$140,000 - \$175,000.

## CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alex Corvin and Maleka Pensky of Koya Partners have been exclusively retained for this search. To express interest in this role please submit your materials [here](#), or email Alex and Maleka directly at [summersearchED@koyapartners.com](mailto:summersearchED@koyapartners.com). All inquiries and discussions will be considered strictly confidential.

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*Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.*

*Summer Search Bay Area is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.*

### About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit [www.koyapartners.com](http://www.koyapartners.com).