
Vice President of Impact - Education

Dogwood Health Trust

Asheville, North Carolina and surrounding areas

Education is often said to be the great equalizer. Learning, which begins at birth and continues throughout one's entire life, is not an equal experience for all. Access to quality education contributes to a person's sense of being valued, which unleashes the potential of opportunity for both individuals and an entire community.

Education must be equitable, excellent in its delivery, and accessible to all regardless of income, place, gender, or ethnicity.



For those whose educational systems are under resourced, there is often a feeling of being left behind and distinctly not equal. Dogwood Health Trust (Dogwood) is actively working to bring together community leaders to solve the big, deeply rooted issues facing the 1 million residents of the 18 counties and the Qualla Boundary that Dogwood serves. Dogwood's leadership has defined its purpose as *"dramatically improv[ing] the health and wellbeing of all people and communities of Western North Carolina."* Achieving that goal requires bringing impact leaders onto the team who will coalesce both internal and external partners in one of Dogwood's four strategic priorities: Housing, Education, Economic Opportunity, and Health & Wellness.

Reporting to the Senior Vice President of Impact (SVP), the **Vice President (VP) of Impact - Education** is responsible for the visioning, development, and implementation of education strategies and initiatives which will unleash the potential of opportunity for all Western North Carolina's (WNC) learners.

HISTORY

Dogwood Health Trust is a \$1.8 billion private health conversion foundation based in Asheville, North Carolina. Dogwood became operational in 2019 upon the sale of the assets of Mission Health System to HCA Healthcare. Dogwood focuses on achieving radical and equitable impact by engaging the public, private, and nonprofit sectors together on four initiatives: Housing, Education, Economic Opportunity and Health & Wellness. These four areas are not independent issues. Dogwood is committed to strategies that, while emphasizing one of the four streams of impact, positively affect the other three. The next VP of Impact - Education will be skilled at looking at the educational opportunities in WNC through a number of different lenses and will engage the right partners to implement initiatives.



Dogwood serves approximately 1 million people in 18 counties and the Qualla Boundary in Western North Carolina

Dogwood's vision is to be a convener and a catalyst within the region. Our endowment allows Dogwood to be agile in its philanthropy, making both immediate contributions while also investing in longer term initiatives that will bring about generational change. There is a great obligation to the people of WNC to be a responsible steward of those funds. Dogwood has opened the door to unforeseen

opportunities in the region, and Dogwood's role is to unify leaders and problem solvers, from both inside and outside of the region, to improve the lives of those living in WNC.

Dogwood is working with local leaders and community residents themselves to solve the *causes* of regional problems, not just the symptoms. The VP of Impact - Education will play an important role in setting long range initiatives for Dogwood's work in WNC.

THE MANDATE

The VP will understand that improving access to education affects the whole person. The VP will be a big thinker, eager to listen to WNC's residents and community leaders, and skilled at building partnerships to advance educational opportunities across the region. Those partnerships will be with a wide array of stakeholders: Dogwood's executive team, board members, staff, allied funders, nonprofit partners, other civic leaders from WNC's diverse communities, and leaders from across the US.

Vision and Impact

The overall vision for Dogwood's role in education is:

- Every child in WNC will have access to early education which supports development towards brilliance.
- Every caregiver of a child in WNC will feel supported while nurturing their student.
- Every student in WNC will be able to attend a school which supports their ability to be an engaged learner.
- Every student in WNC will have access to learning which enables their ability to earn a wage to support themselves and their families.

THE INDIVIDUAL

Because success depends on catalyzing and collaborating with a variety of stakeholders, the VP of Impact - Education will operate with a high level of emotional intelligence to navigate relationships and dynamics. The VP will be well-regarded as a strategic thinker, one who convenes others to execute initiatives, including creating the organizational structure, budget, and funding to provide sustainability. This person will bring authentic experience working with ethnically and income diverse communities, populations, and staff.



Leadership Competencies and Behaviors

Courageous leader Demonstrated leadership skills and bold management; strong ability to lead and influence through building and maintaining productive relationships, effectively managing conflict, and motivating others.

Energetic. Thrive on the energy of an entrepreneurial, start-up environment. Navigate the fluidity of a start-up environment while simultaneously developing structure that best fits the organization. Find balance in a demanding workload.

Communicator Excellent verbal and written communication skills to effectively present to a variety of audiences. An inspirational leader who can both articulate Dogwood's mission and persuade others to join in the work.

Bridge-builder Solid interpersonal skills and the ability to build coalitions and inter-functional teams to leverage synergistic relationships; Demonstrated ability to effectively build and maintain working partnerships within the organization and community.

Data-driven decision maker. Prepare and analyze data (financial, performance metrics, etc). Use critical thinking to develop and evaluate options that prove effective over time. Develop budgets; manage and provide financial oversight.

Effective manager Committed to organizational and staff development; demonstrates a proven ability to align individual development with organizational needs and objectives.



Strategic Proven forward-looking, big-picture thinker who plans and makes decisions in support of the mission, vision, values, and goals of the organization.

Additionally, the VP of Impact - Education will be committed to encouraging diverse thinking, new ideas, and creative problem-solving while creating an environment in which unique and creative perspectives are nurtured. The VP will successfully lead multiple strategic initiatives concurrently.

The successful VP will inspire the Impact team while creating a positive environment for those under the VP's leadership.

ORGANIZATIONAL STRUCTURE

The VP of Impact - Education reports directly to the SVP of Impact. The VP will build and lead a team of Impact Officers, Impact Associates and consultants. Relationships are key to this role and the VP will engage other Impact VPs as well as external partners.

Because of the place-based work of Dogwood, the successful candidate will have a connection to Western North Carolina and should have pre-existing partnerships within the region Dogwood serves. The VP will also have relationships around the country and will draw on outside success and expertise to benefit WNC communities.

DOGWOOD'S COMMITMENT TO EQUITY AND INCLUSION

Dogwood Health Trust is committed to diversity, equity, and inclusion in our work and on our teams. We know that the rich diversity of perspectives and wisdom that is imperative to our purpose can only come from a wide variety of origins and life experiences. We strongly believe that creating a workplace where all team members thrive is critical to fulfilling our purpose in the communities we serve and we intentionally recruit, develop, and retain the most talented people from a diverse candidate pool.

**For more information or to suggest a prospect,
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