



## JOB POSTING

### VP, Workforce Development

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#### Company Description

Lutheran Metropolitan Ministry (LMM) seeks that people who are oppressed, forgotten, and hurting be empowered, valued, and healed by our unwavering commitment to addressing chronic needs, enabling people to self-sufficiency, and advocating for system change. Through its community-based workforce initiatives serving Northeast Ohio, LMM helps people to overcome barriers to obtain job skills, gain employment, access supportive services and secure a path toward a long term career.

#### Position Summary

The Vice President of Workforce Development is responsible for the overall development, supervision and administration of workforce development services with a special focus on services to high and multi-barrier populations (individuals living in poverty, experiencing or at risk of homelessness, currently or formerly involved in the criminal justice system, and other adults experiencing obstacles to employment). This includes the development and implementation of career and technical education, soft skills training, career assistance, employment placement, retention and tracking, and supportive services. The position works with internal and external stakeholders to develop innovative approaches to achieve positive participant outcomes, including but not limited to the creation of viable social enterprises or initiatives that provide program participant's credentials, skills training and work experience.

#### Some of the responsibilities include:

- Oversee operations of LMM's Workforce Development area of service, which includes vocational training and education, career services and social enterprises (e.g. Central Kitchen)
- Lead and provide direct supervision to staff team, including training, development, and performance management
- Develop and implement an annual work plan and system for tracking and reporting on service metrics
- Institute best practices in education, training and job placement and ensure compliance with local, state and federal regulations and accrediting bodies
- Maintain and form new partnerships and collaborations with related service providers, government entities, corporations and businesses
- Foster active and positive relationships with employers, in order to ensure sufficient employment opportunities are available for participants
- Guide strategic efforts for expanding technical training and education to meet local and regional employer needs
- Create sustainable new social enterprises that align with organizational goals
- Secure funding through private and public sector grants and earned income strategies
- Meet financial benchmarks through sound budget development and financial management practices

#### Qualifications

Our ideal candidate has a Bachelor's degree in Business Management; Master's Degree preferred. A minimum of 5 years previous director or senior management level experience, demonstrated skills in finance, marketing, operations and performance management, and a proven successful track record in business development and implementation.

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LMM offers a number of benefits for full time staff including, but not limited to: medical dental, vision, disability, life, generous paid time off, and a 403 (b) retirement savings plan. LMM embraces cultural diversity and is Equal Opportunity Employer/Minorities/Female/Disabled/Veteran, and a Drug-Free Workplace.

**Join our team!** Go to [www.lutheranmetro.org/employment](http://www.lutheranmetro.org/employment) to complete an online application and attach a cover letter (with salary requirements) and resume. Applications accepted until position is filled.