



POSITION PROFILE

CHIEF IMPACT OFFICER

In partnership with
**GroundBreak
Coalition**



NOW HIRING

CHIEF IMPACT OFFICER

SEARCH AUGUST 2025 –

HOW TO APPLY

Interested candidates should submit a cover letter, resume, and salary expectations using the online application on the kpCompanies website:

<https://kpcompanies.com/careers>

*All submissions shall be received in strictest confidence.

[APPLY NOW](#)

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CHIEF IMPACT OFFICER

kpCompanies is leading the search for a visionary Chief Impact Officer to architect and steward transformative collaboration across the Minneapolis-St. Paul region. This exceptional opportunity is for a seasoned coalition leader who combines strategic thinking with exceptional relationship-building skills and a deep commitment to systems change.

The next Chief Impact Officer must be both a master networker and a strategic architect—someone who sees coalition building not just as partnership management, but as the foundation for mobilizing collective action at unprecedented scale.

THE OPPORTUNITY

GroundBreak seeks a visionary coalition leader to architect and steward transformative collaboration across the region. This role is designed for someone who sees coalition building not just as partnership management, but as the strategic foundation for systems change and the catalyst for mobilizing collective action at unprecedented scale.

As Chief Impact Officer, you'll work in close partnership with the CEO to lead GroundBreak's comprehensive coalition stewardship and collective impact functions, transforming complex stakeholder dynamics into sustained collaborative action toward systems change. This role requires expertise in collective impact methodology, strategic communications, and network coordination to demonstrate both the power and effectiveness of collaborative approaches to regional economic development.



KEY RESPONSIBILITIES

Coalition Architecture & Engagement

- Design and orchestrate comprehensive coalition engagement strategies through GroundBreak's Strategic Impact Committees as well as broad coalition convenings that unite diverse stakeholders around shared goals
- Cultivate deep understanding of coalition members' individual and collective interests, identifying strategic opportunities to align these interests with GroundBreak's transformative mission
- Plan and facilitate large-scale coalition convenings that build momentum, facilitate knowledge sharing, and strengthen collaborative commitment across the network
- Architect and coordinate strategic mobilization of Strategic Impact Committees, designing engagement opportunities that maximize member insights and influence on specific strategic priorities
- Build and maintain a deep bench of champions across coalition members and participating institutions, tracking engagement dynamics and responding strategically to shifts in stakeholder commitment

Strategic Communications & Narrative Development

- Architect and oversee comprehensive communications strategies that transform coalition impact and systems change progress into compelling narratives for diverse stakeholder audiences
- In partnership with the CEO, shape and steward GroundBreak's public narrative, reputation, and brand across multiple channels and strategic touch-points
- Develop sophisticated communication strategies that effectively convey collaborative successes, systems change progress, and strategic opportunities across coalition networks
- Create transparent communication systems that build trust and support sustained collaboration across diverse stakeholder groups
- Manage communications consultants and coordinate messaging strategies that amplify coalition impact and advance strategic priorities

Impact Intelligence Supervision & Dissemination

- Supervise the Director of Impact Intelligence to ensure comprehensive measurement, evaluation, and learning functions align with coalition engagement and communications strategies
- Oversee the strategic dissemination of impact data, evaluation findings, and performance insights across coalition networks and external stakeholder audiences, transforming complex data into accessible narratives that demonstrate coalition effectiveness

Strategic Partnerships & External Relations

- Serve as a key representative and standard bearer of GroundBreak, identifying and managing strategic alignment with allied efforts and complementary initiatives
- Architect sophisticated public sector engagement and advocacy strategies, including monitoring legislative and regulatory changes that affect coalition goals



KEY QUALIFICATIONS

- 10+ years of experience in collective impact, coalition building, organizing, multi-stakeholder collaboration, and/or systems change leadership
- Demonstrated expertise in facilitating diverse stakeholder groups and building sustained consensus around ambitious shared goals
- Strong understanding of collective impact methodology, systems change principles, community organizing, and collaborative governance structures
- Track record of visible leadership in stakeholder management, inclusive facilitation, and strategic relationship building
- Outstanding communication and interpersonal skills, with proven ability to build authentic relationships with diverse, high-profile stakeholders

Preferred Qualifications

- Strong networks and knowledge of civic, corporate, philanthropic, and nonprofit dynamics in Minneapolis-St. Paul preferred but not required
- Advanced degree in Business, Communications, Public Policy, or related field preferred but not required



KEY COMPETENCIES

- Experience with data governance, performance measurement, and accountability systems in collaborative settings
- Experience developing proactive narratives around complex issues and managing sophisticated external communications strategies
- Knowledge of economic development, community development finance, social impact measurement, and systems change approaches
- Ability to quickly grasp complex issues and distill key strategic elements for multiple stakeholder audiences
- Strong project management skills with demonstrated ability to coordinate multiple workstreams and stakeholder groups simultaneously
- Experience with public communication, advocacy, and public affairs in support of collective goals and systems change

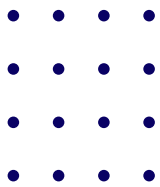


WHO SHOULD APPLY

This role is ideal for experienced professionals who combine rigorous strategic thinking with exceptional relationship-building and communication skills.

Candidates who would thrive in this position include:

- **Coalition Directors** from backbone organizations, community foundations, or multi-stakeholder campaigns with experience in large-scale systems change coordination
- **Executive Directors** from collaborative organizations or regional partnerships with experience in stakeholder engagement, campaign management, and collective impact methodology
- **Vice Presidents** from advocacy organizations, policy institutes, or development organizations with experience in coalition building, campaign management, and strategic communications
- **Communications Directors** from mission-driven organizations who have evolved into broader strategic leadership roles with coalition and campaign experience
- **Policy Directors** from think tanks, advocacy organizations, or collaborative initiatives with experience in multi-stakeholder coordination and public affairs
- **Strategic Partnership Managers** from large nonprofits, foundations, or government agencies with experience in complex stakeholder management, campaign leadership, and collective action



EQUITY, SALARY DISCLOSURE, AND EQUAL OPPORTUNITY

kpCompanies believes in and is committed to practices that create real equity and pay parity for all, regardless of background or identity. As part of this commitment, we discuss compensation transparently with every qualified candidate during their first interview to ensure that no one is left guessing or disadvantaged in the process. The salary for this role is \$185,000 and comes with a flexible and comprehensive benefits package, including healthcare stipends, retirement plans, generous paid time off, and flexibility for work-life balance. We believe compensation transparency is an essential step toward building a truly inclusive and equitable workplace.

Both kpCompanies and GroundBreak Coalition are equal-opportunity employers. All applicants are considered without regard to race, ethnicity, religion, gender identity, age, ability, sexual orientation, veteran status, or any other legally protected status.



ABOUT GROUNDBREAK

GroundBreak Coalition is a multi-sector collaborative committed to closing wealth gaps and unlocking capital for equitable economic development. With an intentional initial focus on building Black wealth, the Coalition mobilizes, aggregates, and deploys financial resources through guarantees, low-cost loans, and grants to support transformative financial systems change in Minneapolis-St. Paul.

www.groundbreakcoalition.com



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