



Building brains through early talk

Integration and Sustainability Manager-Indiana (Remote – Indiana, U.S.)

LENA seeks an **Integration and Sustainability Manager-Indiana** to coordinate LENA's implementation process in the state of Indiana, align implementation and outcomes with existing state government work, and secure sustainability past the grant period for which this role is funded. The role is also responsible for the successful execution of activities outlined in the grant agreement.

This role operates in fast-paced environments and requires management through ambiguity, anticipation of internal and external needs, proactive and professional responses to feedback, empathy, self-awareness, detail orientation, a solutions focused, and wearing multiple hats. Annually, it necessitates achievement of defined goals agreed to by the employee and supervisor. This role may be asked to perform other duties as assigned.

If an incredibly purposeful mission is what you're seeking, read on.

Company Summary:

LENA is a national nonprofit on a mission to transform children's futures through early talk technology and data-driven programs. Research shows that back-and-forth interaction between children and their adult caregivers in the earliest years is a key to long-term outcomes. We integrate our "talk pedometer" technology into innovative programs to support parents, caregivers, and teachers to accelerate children's language development, school readiness, and social-emotional health. LENA has expanded dramatically in recent years, and we're poised for even greater and multi-dimensional growth and impact in early childhood.

Required Skills/Abilities:

- Is an adept systems thinker with experience launching or managing statewide or community programs;
- Is equally comfortable and persuasive in a board room as an early childhood classroom;
- Possesses a track record of success developing relationships in the public sector in pursuit of scale and/or impact, especially in Indiana (early childhood preferred);
- Demonstrates superior verbal and written communication skills;
- Believes in a shared value of equity with proven capacity to respectfully work across a multicultural and inclusive workforce and stakeholder network;
- Entrepreneurial by nature with the drive and experience to grow and sustain an organization's local footprint;
- Savvy and solutions-oriented with a knack for navigating complexity and inspiring and persuading others to act;
- Demonstrates exceptional interpersonal skills with the ability to seek, apply, and share feedback, to develop productive working relationships across a diverse spectrum of stakeholders, and to inspire a variety of audiences;
- Has strong analytical and problem-solving skills;
- Evidence of ability to oscillate quickly between micro and macro thinking;
- Has the ability to function well in a high-paced environment and thrive under pressure while meeting deadlines;
- Personal qualities of integrity, credibility, cultural competence, and commitment to LENA's mission and values.

You could be a good match for this role if you are:

- **Mission-driven.** It matters to you that your work makes a positive and durable impact on the world, and LENA's mission speaks to you. You are culturally competent and have empathy with communities and contexts we serve (e.g., underserved populations, bilingual and/or multicultural environments, child-care settings).
- **Thoughtfully entrepreneurial.** You have sharp business acumen with a knack for turning daunting sales goals into reality. You're an entrepreneurial risk taker but do so deliberately, defining the hypotheses you're testing and then capturing and activating the resultant learning. You understand the value of balancing the long game in

relationship cultivation with timely persuasiveness to move things forward now. You combine a personal humility and sense of curiosity with fierce resolve to collectively achieve audacious goals.

- **A consistently great communicator.** You are clear in your thinking and convey it with skill whether verbally or in written form. You listen to understand rather than to respond. You can read the room and possess the confidence to speak effectively with a range of audiences. You take the time to make the complex sound simpler. You are known for timely and consistent follow-up.
- **Reflective and growth oriented.** You look back on your wins and challenges to find the opportunities to grow and improve. You view feedback as a gift, seeking and incorporating feedback from your colleagues and partners to increase your personal impact in your role, as well as LENA's impact in the field.
- **Committed to equity and access to opportunity for all children.** You understand the headwinds children, families, and caregivers face, particularly in under-resourced communities, and are dedicated to ensuring that all children have the tools to fulfill their potential from the earliest age.

Education and Experience:

- A minimum of 5 years of experience in a program management or higher role, preferably at a non-profit or social enterprise, required.
- Experience effectively securing public or private support for community-based work at a statewide level preferred.
- Transferable skills of background may include experience lobbying or advocacy at the statewide (especially Indiana) level; education administration experience at the community or state level or for-profit experience that includes relationship development and/or program management with and in the public sector.

Job Status, Compensation and Benefits:

This is a Full Time Exempt position. This role's expected salary range begins at \$75,000. Competitive benefits including health, dental, vision and life insurance and 401(k). This role is a 3-year grant funded position with possibility of extension based on needs and performance. To apply, please submit a cover letter with salary/compensation requirements and resume as a single pdf document to HR@lena.org. We love cover letters --- we really do read them. Channel LENA's "persevere to simple" value to tell us in a way that is authentically yours why this role is the best next chapter for both you and us!