



Executive Director

Latino U College Access (LUCA) | Location: White Plains, NY

ORGANIZATION

Latino U College Access (LUCA) is a nonprofit organization dedicated to transforming lives by making college dreams a reality for high-achieving, low-income, first-generation youth. Our mission is to empower students on their journeys to and through college so they can fulfill their remarkable potential. Through individualized coaching and culturally relevant programming, LUCA guides academically talented students to enroll in colleges that align with their financial and academic needs. A six-year program, LUCA remains with students from college admissions through completion, providing support to ensure they graduate ready to enter their chosen careers.

Founded in 2012 by Shirley Acevedo Buontempo, LUCA was created to address the inequities first-generation students face in accessing and succeeding in higher education. As a first-generation Latina herself, Shirley is passionate about the transformative power of education and is committed to helping Latino students achieve their dreams through higher education. What began as a pilot program in one local high school with two LUCA Scholars has evolved into a recognized leader in college access and success, with an annual revenue exceeding \$2 million. Her vision has expanded the organization's services to partner in eight Westchester County High Schools, delivering programs to over 7,000 parents and students and supporting over 600 LUCA Scholars annually. To learn more about Latino U College Access, please visit www.lucany.org.

OPPORTUNITY

LUCA is seeking a strategic and mission-driven leader to serve as its next Executive Director and guide the organization into its next chapter of growth and impact. This is a pivotal moment for LUCA – a time of evolution, momentum, and possibility. With a strong foundation, a clear mission, and a committed team, LUCA is positioned to expand its reach, deepen its impact, and shape the future of college access for low-income, first-generation students.

The next Executive Director will serve as LUCA's chief strategist, ambassador, and change agent – leading at a time of opportunity for nonprofits working in education. They will guide and build the organization through transformational growth by strengthening core programs, launching new fundraising initiatives, advancing internal systems, and crafting strategies for long-term sustainability and future expansion. This is a critical leadership



opportunity to broaden LUCA's geographic footprint, deepen community partnerships and enhance organizational sustainability.

Since its founding, LUCA has cultivated a collaborative, positive, familial organizational culture rooted in trust, equity, and shared purpose. The next ED will be charged with honoring that culture while leading the organization into a dynamic new chapter. LUCA is seeking a leader who brings strategic vision, emotional intelligence, and a hands-on approach to management. The ideal candidate is a values-driven changemaker—resilient, entrepreneurial, and ready to partner with staff, Board, and community to take LUCA to the next level.

CORE RESPONSIBILITIES

Strategic Leadership and Organizational Growth

- ✍ In partnership with the Board of Directors, provide vision and direction to align LUCA's mission, strategic goals, and programmatic growth.
- ✍ Identify and pursue opportunities to expand LUCA's geographic reach, deepen community partnerships, and increase organizational impact.
- ✍ Partner with the Board and staff to strengthen systems and infrastructure to support sustainable growth.

Fundraising and External Engagement

- ✍ Lead a comprehensive fundraising strategy in collaboration with the Director of Advancement and Board, including individual giving, events, foundation and corporate grants, and government funding.
- ✍ Build and steward strong relationships with current and prospective funders, identifying new opportunities to diversify and grow revenue.
- ✍ Serve as LUCA's external ambassador – engaging in county-level events, national and regional associations, and public forums to elevate LUCA's visibility and partnerships.

Program and Operational Excellence

- ✍ Ensure the successful delivery and continuous improvement of high-quality, culturally responsive programming.
- ✍ Collaborate with senior staff to establish program-wide goals and lead a data-informed approach to evaluation, using outcomes and performance metrics to strengthen services and grow LUCA's capacity for data-driven decision making.
- ✍ Oversee financial health of the organization, including budgeting, fiscal reporting, audits, and compliance.



- ✍ Strengthen operational infrastructure and systems to support effective program delivery and future scaling.

Team Leadership and Board Engagement

- ✍ Foster a culture of collaboration, accountability, and professional growth by guiding senior staff to recruit, develop, and retain high-performing, mission-aligned team members.;
- ✍ Provide strong people management, including goal-setting, performance evaluation, and coaching.
- ✍ Support an engaged and effective Board of Directors, including recruitment, orientation, meeting preparation, and communication.

Marketing and Communications

- ✍ Serve as a key spokesperson for LUCA, representing the organization at conferences, convenings, and in the media.
- ✍ Protect and enhance LUCA's brand through consistent, compelling storytelling across communications channels.
- ✍ Work with staff to refine external messaging and deepen engagement with key stakeholders, including families, partners, volunteers, donors, higher education, and the college access community.

QUALIFICATIONS

We recognize that no candidate will have every experience listed below, and encourage applications from individuals with transferable skills and a strong commitment to LUCA's mission.

- ✍ Senior leadership experience (minimum of 5–7 years) in a mission-driven organization – preferably in an educational nonprofit setting focused on youth development, or college access/success. Consideration also given to those in the private sector with some experience working with nonprofit organizations.
- ✍ Demonstrated excellence in fundraising and external relations, with the ability to inspire diverse stakeholders, including donors, corporate partners, foundations, and public agencies.
- ✍ Strong relationship-building and partnership development skills; proven success engaging volunteers, school districts, partner organizations, and community leaders.
- ✍ Business-minded leader with experience in budgeting, financial oversight, and sustainable business planning.



- ✍ Collaborative and agile leadership style with a track record of managing and developing high-performing teams.
- ✍ Entrepreneurial and strategic thinker with the ability to align bold vision with concrete plans and outcomes.
- ✍ Experience working with and supporting nonprofit Boards, including governance, development, and strategic engagement.
- ✍ Outstanding written and verbal communication skills.
- ✍ Bachelor's degree required; advanced degree preferred.

COMPENSATION & BENEFITS

This position offers a competitive salary range of \$130,000 - \$155,000 and robust benefits including medical, dental, retirement, and generous paid time off. More details can be provided upon request.

TO APPLY

Please submit a resume online at <https://apply.workable.com/j/48DB0690B0/>.

LUCA is an equal opportunity employer and an organization that values diversity. Recruiting staff to create an inclusive organization is a priority, and we encourage applicants from all backgrounds. Candidates are evaluated solely on their qualifications to perform the work required.

