East Harris County Empowerment Council

CANDIDATE REALITY GUIDE

The Work. The Culture. The Calling.

WHAT TO KNOW BEFORE YOU APPLY

Read this slowly.

Not because it's long —but because it's true.

This document exists for one reason:
So you can decide if this is your life's work.

We're not trying to impress you.
We're not trying to sell you.
We're telling you who we are —before you ever step into the room.

EHCEC is a high-performance organization.
We move with urgency.
We build what doesn't exist.
We manage complexity.
We hold a high bar.

We care deeply about our people.
We support growth, not perfection.
We celebrate wins and achievements.
We treat people like adults.
We value the whole person.

Both are non-negotiable.
High standards.
High care.

That's the deal.

WHY THIS WORK EXISTS

East Harris County has been underinvested, underserved, and underdeveloped for decades. This history created fewer systems, parks, pipelines, and opportunities — not because the region lacks talent, but because it has lacked access. We exist so people can live better, healthier, happier lives and build generational change. This is not charity. **This is systems work.**

A RARE MOMENT IN TIME

For the first time, this region has vision, momentum, leadership, and a real chance at transformation. What we are building — and the people building it — have never existed here before. **There is no playbook.**

FRONTIER WORK

Systems are missing. Infrastructure is thin. Resources are limited. **Some things literally do not exist.** Here, we build the first one. Then the second. Then the system. **This work requires courage, creativity, discipline, ownership, and emotional maturity.**

HOW WE WORK

We use systems to protect capacity, quality, and sanity: Monday.com, dashboards, CRM systems, documentation, and AI. Tech comfort means learning new platforms, adapting quickly, and not panicking when systems change. **You don't need to be an expert — you need to be coachable.**

AI IS PART OF OUR TOOLKIT

We use AI to draft, research, brainstorm, and improve workflows. You will try it, learn it, and use it. **We train. You show up willing.**

FLEXIBILITY IS REQUIRED

Our environment changes daily. Grants shift. Partners change. Crises happen. Priorities move. Comfort with ambiguity means thinking critically, creating solutions, staying calm, and working without step-by-step instructions.

THE CULTURE

This is a mission — not a job. Builders fix problems, take ownership, improve systems, and ask "Does this move the mission forward?" **We move fast with purpose.** Team over ego. No silos. No politics. No credit hoarding.

PACE WITH PURPOSE

Speed is not chaos. Speed is discipline. **Fast means short runways, quick decisions, overlapping deadlines, and self-prioritization.** Delay costs impact. Strong planning and project management skills are extremely important.

WHAT SUCCESS LOOKS LIKE

People who thrive here own their work, manage multiple priorities, communicate early, improve systems, accept feedback, learn fast, and care deeply.

WHAT THIS JOB IS NOT

This is not slow. Not comfortable. Not low accountability. Not "just do my tasks."

PLACE-BASED WORK

We build this region in person — through community meetings, local travel, and face-to-face partnerships. We don't build regions from behind screens.

OUR 3 NON-NEGOTIABLES

#1 MISSION OVER COMFORT

We choose impact every time.

This can look like:
- Working late before an event
- Taking on a stretch assignment
- Making a hard decision
- Choosing community need over convenience
- Doing what's needed — not what's easy

If you prioritize comfort over impact: This will not be a fit.

#2 URGENCY WITH PURPOSE

We move fast because the community cannot wait.

Urgency here means:
- Acting instead of over-discussing
- Deciding with imperfect information
- Executing quickly
- Following through
- Valuing momentum over perfection

If you prefer slow consensus: This will feel overwhelming.

#3 BUILDER MENTALITY

We don't inherit systems — we create them.

Builder behavior:
- You improve broken processes
- You suggest better ways
- You don't wait for permission
- You solve problems
- You leave things better

If you need:
- *Step-by-step instructions*
- *Perfect clarity*
- *Someone else to solve problems*

This is not your environment.

CEO TRUTH

"We don't hire for comfort. We hire for impact."

— Terence Narcisse, Founder+CEO

FINAL SELF-CHECK

- Do I take ownership?
- Can I work without a playbook?
- Do I like building from scratch?
- Can I manage complexity?
- Do I welcome feedback?
- Am I adaptable?

If yes, we want to meet you.

If no, thank you for your honesty.

OUR PROMISE

High expectations. High support. Real coaching. Real celebration. Real growth. High performance + High care.

NEXT STEPS

If this resonates — or even challenges you — we invite you to connect with us. We're building something that hasn't existed here before, and we're intentional about who helps build it. Please visit www.eastharriscounty.org/careers to learn about current opportunities.