

Non-profit Association President & CEO

ABOUT THE ORGANIZATION

This statewide organization has a mission to build a stronger, economically thriving region that ensures healthy family incomes and a shared prosperity for all who live here. The organization has a strong commitment to equity in all forms, as well as balanced political discourse focused on finding solutions and bringing people together.

POSITION SUMMARY

The President & Chief Executive Officer (CEO) provides leadership and oversight to a major statewide nonprofit association, representing a unique opportunity to lead an organization that will have significant impact the future of the state.

The President & CEO works with the Board of Directors to develop and implement strategic objectives and serves as the primary representative of the organization.

The President & CEO strives to build a culture of transparency, collaboration, and mutual support among Board, staff, and membership, representing the organization’s mission across a wide variety of stakeholders and policymakers.

In partnership with the Board and staff, the President & CEO works to ensure the association fulfills its mission, operates with high ethical standards, responds with agility to evolving conditions, and has the systems and processes in place to monitor the organization’s effectiveness in achieving its goals and value for its membership.

KEY RELATIONSHIPS

- Reports To: Board of Directors
- Direct Reports: Senior Level Management Team of 5
- Other Key Relationships: Staff of 14
Association membership of 1000+
Community leaders across the state
Elected officials and policy leaders

MAJOR RESPONSIBILITIES

Financial Oversight: The President & CEO is primarily responsible for ensuring the organization implements transparent financial reporting, predictable budgeting and adequate controls. It is the CEO’s responsibility to ensure the organization is financially sound and costs are managed within revenue/cash available on an annual basis.

Revenue Development: The President & CEO oversees development and implementation of a revenue plan that ensures the financial stability of the organization.

Operational Leadership and Staff Management: The President & CEO provides leadership and direction to a staff of more than one dozen individuals in multiple locations.

Board Relationships: The President & CEO works directly with multiple Board members that oversee different aspects of the organization. The President & CEO maintains a working relationship with all of the Board members and ensures they receive regular and accurate communications.

Program Development: The President & CEO provides strategic direction for mission-focused program development in a complex, multi-faceted organization. This will include public policy advocacy, as well as community-based outreach and programs providing direct benefits to the organization's target audiences.

Communications: The President & CEO serves as chief spokesperson for the organization and oversees a multi-faceted communications program that promotes the organization's mission and objectives.

Collaboration and Stakeholder Relationships: The President & CEO works with multiple different organizations and individuals representing a variety of missions, goals, and points of view. The President & CEO builds collaborative relationships with those organizations to provide a partnership-based value for achieving the organization's own mission and objectives.

Diversity and Equity: The President & CEO is committed to promoting diversity and equity in all aspects of the organization's mission.

MINIMUM QUALIFICATIONS

- 7+ years in significant senior management roles that have included financial oversight, staff management and strategic planning.
- Growth- and customer-oriented mindset and leadership experience.
- Successful experience working with an engaged Board of Directors.
- Experience with program management and/or public policy development.
- Ability to travel statewide.

OTHER COMPETENCIES AND CHARACTERISTICS FOR SUCCESS

The following desired competencies and characteristics are also deemed to be important for success in this position:

Broad Business/ Organizational Leadership including large and small business, nonprofit/ association, and/or membership-driven organizations.

Relationship-builder with high emotional intelligence and ability to navigate differing viewpoints; collaborative and inclusive; experienced across businesses, nonprofits, communities, policymakers.

Experienced State Leader who is well connected and understands statewide differences, the political and racial history of the state, as well as the current landscape.

Expert Communicator with the ability to engage and collaborate, to act decisively when needed, and to represent the organization with acuity and authority across a wide range of meetings and public presentations.

Knowledge and Experience with Diversity, Equity, and Inclusion, and Diverse Communities; committed to ongoing DEI and transformational change; work experience and lived experience across demographics and various urban and rural communities represented across the state.

COMPENSATION

Initial salary range for this position is \$240,000 to \$260,000 annually, depending on experience, plus incentive compensation.

Generous benefits package is included.

HOW TO EXPRESS INTEREST

Please contact our search consultants, Joseph Wahl and Diane Thurston, at: PresidentAndCEO@WahlAndAssociatesLLC.com.



Wahl and Associates, LLC

Because Equity Matters.