

11 JULY 2024

Job Title: President and CEO

Organization: United Way of the Mid-South

Reports to: Board of Directors

Organizational Overview

United Way of the Mid-South celebrated 100 years of service in 2023 by continuing its grant-making to over 50 high-performing non-profits serving people in need across an eight-county service area, centered in Shelby County/Memphis, TN. *Our mission is to improve the quality of life for Mid-Southerners by mobilizing and aligning community resources to address priority issues.*

Today, the organization has evolved from traditional fundraising and grantmaking to building, leading, and hosting an innovative community-level model that transforms the lives of individuals and families. Using the principles of collective impact, the organization has developed a functional network of over 170 partners under its *Driving The Dream™* collaborative. *Driving The Dream™* has been designed to break the cycle of generational poverty in individuals and families by taking a systematic and holistic approach to the needs of the most vulnerable members of our community. In May 2023, the organization was awarded an \$18.2 million Family First Community Grant from the Tennessee Department of Human Services. This extraordinary investment propels United Way of the Mid-South's vision of establishing a human services delivery system that will allow individuals and families to achieve measurable social and financial mobility and move toward the life of their dreams.

Position Overview

The Board of Directors seeks a visionary non-profit leader who can build on and expand *Driving The Dream™ and its impact in our region*. The successful candidate will have significant experience leading results-oriented non-profit organizations and have a deep understanding of and experience with the principles of collective impact and issues facing families experiencing poverty. The successful candidate will also have a record of meeting significant fundraising goals and a proven ability to build strong relationships with business and community leaders, public and private funders, and organizational partners. The Board also seeks an inspirational leader with a history of fostering a thriving internal culture and building capabilities and processes to achieve organizational goals that enhance long-term sustainability and effectiveness.

The President and CEO will lead an organization of 60 associates and an annual budget of \$20 million generated through public and private grants and contracts, corporate contributions, and individual donations. The successful candidate will have primary responsibility for securing financial resources and overseeing and enhancing the process of turning those revenues into strategic investments that transform communities and break the cycle of generational poverty.

Primary Roles and Responsibilities

- Implement and continually adapt and enhance the organization's comprehensive multi-year, strategic plan in partnership with the board of directors.
- Build and direct a strong leadership team.
- Oversee the ongoing implementation of *Driving The Dream*™ by building on the networks already in place, exploring new complementary partnerships, securing recurring funding, and implementing a process of continuous learning and improvement.
- Ensure the organization's financial sustainability. Maintain the organization's corporate workplace giving relationships and infrastructure while diversifying revenue streams through grant and contract funding from public and private grants.
- Build and maintain a high level of visibility in the greater Mid-South and be seen as a thought leader and visionary in driving systemic change to overcome generational poverty.
- Maintain and enhance the organization's workplace by fostering an inclusive, innovative, high-performance culture.
- Understand and operate effectively within the political and social environment of the United Way Worldwide network.
- Build and maintain strong relationships with city and county mayors, council members, state legislators, school board members, school leaders, and other key government policymakers.
- Build strong, trusted relationships with non-profit and public sector leaders who are engaged as partners or collaborators in providing funds, support, and services to socioeconomically vulnerable members of Mid-South communities.
- Establish oneself as a thought leader about the philanthropic, economic, political, and social trends impacting the non-profit and broader communities in which the organization works, particularly around poverty-fighting solutions.
- Invest in and build on the organization's technology, work processes, and other operations to ensure accurate accounting and financial reporting as well as the tracking and reporting of investments, outcomes, and results to continuously improve organizational capabilities and demonstrate accountability and stewardship of all funder investments (e.g., individual and corporate gifts, private grants, public contracts and grants).
- Build and maintain strong and trusted relationships with the board of directors to ensure an informed and engaged board.
- Ensure United Way of the Mid-South is a model of team diversity and a culture of inclusiveness and belonging. Ensure that all strategies, campaigns, and grant-making use a board-approved framework for ensuring diversity, equity, and inclusion.

Successful Candidate Profile

- **Significant senior management experience** in leading large non-profit organizations or business experience with a deep track record of board and volunteer experience in the non-profit sector. Note that the board strongly prefers someone who has lived in the region and deeply understands the region's social and economic challenges.
- Reputation as a **visionary and thought leader** with a deep understanding of the systemic causes of generational poverty and experience with the principles and strategies of collective impact.

- **Outstanding leadership skills** with a successful track record of building and maintaining high-performance work cultures and hiring and retaining top talent.
- A proven track record of **effective fundraising**. Experience with public contracts and private grants and the ability to inspire donors to commit resources to the organization's mission.
- **Excellent communication skills**. Comfortable and effective with a wide range of constituents and partners including peers in the nonprofit sector, funders, corporate CEOs, political leaders, residents from all walks of life, and people with lived experience who benefit from the organization's work.
- **Action-oriented, results-driven, entrepreneurial**, and willing to take thoughtful risks in service of the organization's mission.
- Deeply **mission-driven** and able to catalyze others to understand and accept the need for significant social change to end the cycle of generational poverty.
- A record of **understanding the power of branding** and using symbols, stories, and metaphors in expanding the understanding of systemic poverty and collective impact strategies.
- A **reputation as a caring, thoughtful, and empathetic leader** with unimpeachable personal and professional **integrity**.

Starting Timeframe

We seek to have someone identified in the Fall of 2024.

Compensation

The position offers a competitive salary starting in range of \$225,000, depending on experience and a track record of successful leadership. The position also includes a comprehensive and attractive benefits package.

Our values

We strive to create a welcoming organization for all people to contribute and thrive, so we encourage all qualified individuals to apply for this important role. United Way of the Mid-South recognizes the rights of all people and does not, in any way, discriminate against any person or organization because of race, religion, gender, age, national origin, disability, socioeconomic status, political preference, or lifestyle. We value each individual's unique skills and contributions and believe in the power of collective leadership, accountability, and unity.

Interested candidates should submit their application, including a cover letter and resume using [this link](#). Kindly upload your cover letter and resume in a single file. We anticipate the selection process to begin in mid-August so please apply by August 11, 2024. Prospective candidates may email questions to UWsearch@butleradvising.com.