



**President & CEO
Worcester, MA**

The Greater Worcester Community Foundation (GWCF) is launching a search for a mission-driven and experienced executive leader to serve as President & CEO.

GWCF was founded to engage Worcester County in its own betterment. With its history of leadership, strong relationships across sectors, and deep knowledge of the region's needs and nonprofits, GWCF has the ability to significantly influence the priorities of the city of Worcester and the region and help direct community resources towards the most pressing issues and needs of the time. GWCF has nearly \$200 million under management in over 550 funds, and annually it distributes over \$5 million through grants and scholarships for programs in education, the arts, health and human services, and environmental protection.

GWCF seeks a President & CEO who demonstrates a strong ability to raise community awareness and clearly articulate the vision and direction for GWCF. An appreciation for the culture of the region and willingness to understand the challenges and opportunities within the greater Worcester communities will be essential.

The President & CEO will be an experienced and motivated executive with the financial and business acumen to provide oversight for the operational and financial management of a complex organization. An understanding of investments and knowledge of portfolio management, and skills working with investment consultants and advisors is desired. A track record of management skills and of successfully partnering with an active and participative governing board will be essential. The President & CEO will establish and maintain a climate of trust in all leadership and board-related matters and maintain a learning environment, encouraging active inquiry by the board and staff in pursuit of organizational excellence.

The successful candidate will have a sense of shared purpose in the success of others and the talent to inspire them to engage with the Foundation. Through philanthropic leadership, this person will promote the Community Foundation's culture of integrity, inclusiveness, transparency and respect in which innovation, creativity, calculated risk-taking, and shared leadership are values, and where challenging but critical conversations are encouraged.

The President & CEO must reflect a true passion for the work of community foundations and demonstrate their belief in the importance of building a thriving community for all. Working with the staff and the Board, this leader will maximize the Foundation's impact. A history of successful fundraising with the demonstrated ability to build relationships, mobilize and connect donors and partners, attract new funders, and develop new partnerships is essential. This person must understand and communicate the value of community investment, be able to engender trust and successfully relate to donors.

The President & CEO must be a strategic and visionary leader who embraces progress and is open to examining different views and ways of working together. This individual must understand the potential of the Foundation to leverage its financial, social, and reputational capital to positively impact the community. Expertise in public policy matters and experience in leveraging foundation resources to advance equity is essential.

GWCF seeks a leader who can cultivate, support, and inspire a united high-performing team of staff and volunteers. The President & CEO must have the temperament and skills to bring passion, vision, direction, business discipline and inspiration to the organization. A management approach that is accessible,

collaborative and empowering must be demonstrated. The selected person must be committed to creating an engaging, respectful, and inclusive work environment.

GWCF seeks to challenge and change the practices, norms, and structures that create or perpetuate past, present, and future inequities. The President & CEO must have demonstrated leadership in advancing social justice initiatives designed to address and remedy structural inequalities and inequities. The ideal candidate must have experience working with diverse communities and a record of commitment to diversity of thought throughout the organization.

The President & CEO must give attention to developing and managing community initiatives. This person understands community investment at a high level and has demonstrated experience and confidence in working with donors, service providers, business, and other civic leaders. The President & CEO will serve as the key spokesperson for the Foundation and must demonstrate excellent written and spoken communication skills.

The successful candidate will understand the importance of place, and be committed to live, work, and play an active role in the community life of Worcester County. The candidate will have at least 10 years of nonprofit and/or civic leadership, business leadership, and philanthropic experience, with at least 7 years in a managerial role. Deep experience in executive or managerial roles in a complex organization(s) is preferred. A bachelor's degree is required. Advanced degree and prior experience in foundation leadership is desired.

The Greater Worcester Community Foundation is committed to a community where everyone has the opportunity to thrive, and actively welcomes candidates from a wide range of backgrounds to lead this dynamic, philanthropic organization.

To apply, submit a current resume and letter of introduction to Kittleman & Associates, LLC at <https://bit.ly/3f6LCTQ> (click on the Apply button at the bottom of the page).

For more information about the Greater Worcester Community Foundation, visit www.greaterworcester.org