



We bring people and resources together to solve problems too big for any of us to solve alone.

UNITED WAY OF SOUTH HAMPTON ROADS

Title:	President & Chief Executive Officer
Report To:	Board of Directors

United Way of South Hampton Roads

The United Way of South Hampton Roads (UWSHR) serves the Virginia cities of Norfolk, Virginia Beach, Suffolk, Chesapeake, Portsmouth, and Isle of Wight County. The area is rich in national and naval history, bordered by the Atlantic Ocean and the Chesapeake Bay and includes rural areas as well as the largest city in Virginia. The area is culturally diverse and hosts the only permanent NATO headquarters outside of Europe and the sole NATO command in North America. With a flourishing tourist industry, the area boasts a variety of arts, entertainment, and family friendly attractions as well as exceptionally beautiful beaches.

UWSHR has an engaged community of volunteers with the largest Tocqueville society in the state of Virginia and the largest Women United endowment in the United States. The organization recently completed an endowment campaign at the end of 2022, raising \$42 million dollars.

UWSHR is a thought leader and backbone for community engagement, involved in finding and choosing best in class solutions, bringing them and related intellectual capital to the community and then coordinating the implementation in a Collective Impact manner. Our overarching framework for change is Mobility Mentoring and initiatives include Mission United (geared to our military), United for Children and ASPIRE to actively address poverty, and our ALICE (Asset Limited, Income Constrained, Employed) population.

Through its thought leadership and operational excellence of foundational community programs, UWSHR is seen as a premier leader both within and outside of the United Way system. In 2021, MacKenzie Scott recognized the organization’s long track record of success with an unrestricted gift of \$10 million dollars to modernize the organization and innovate its approach to impact.

The incoming President & Chief Executive Officer will play a pivotal role in continuing to enhance both the organization’s history of community engagement and its future impact.

UWSHR Vision and Mission

Vision:
To bring people and resources together to solve problems too big for any of us to solve alone.

Mission:
To be a highly trusted and effective nonprofit in the 757 according to our donors, partners, and community. Together, we will amplify the voices of those we serve, create equitable opportunities, and lead measurable impact to ensure our neighbors have the opportunity to thrive.



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We view ourselves as: a community connector, a strategic partner, a volunteer engager, and a funder. The culture and history of UWSHR is of servant leadership and respect for people, agencies, partners and communities. We are devoted to equity, diversity, and inclusion and operate based on the commitments stated below:

- **We take** the broadest possible view of diversity.
- **We value** the visible and invisible qualities that make you who you are.
- **We welcome** that every person brings a unique perspective and experience to advance our mission and progress our fight for the health, education, and financial stability of every person in every community.
- **We believe** that each United Way community member, donor, volunteer, advocate, and employee must have equal access to solving community problems.
- **We strive** to include diversity, equity and inclusion practices at the center of our daily work.
- **We commit** to using these practices for our business and our communities.

Position Overview

UWSHR seeks a President and Chief Executive Officer to serve as the leader of a mission-driven organization, where staff and volunteers are passionate, focused, and aligned to achieve goals, and where everyone is treated with dignity and respect. The President and Chief Executive Officer is responsible for its programs, revenue and partnership generation efforts, volunteer engagement, and finances. This leader will provide integral management and organizational oversight to advance UWSHR's impact by engaging with a broad set of community stakeholders in local nonprofits and businesses, local government agencies, the donor community as well as United Way Worldwide and be responsible for furthering the success of a highly effective organization known for the breadth of its relationships, influence, and impact. The President and Chief Executive Officer is dedicated to shared and measurable goals for the common good – creating, resourcing, scaling and leveraging strategies for broad investment and impact.

The President and Chief Executive Officer will serve as UWSHR's primary external ambassador and is tasked with the creation and execution of UWSHR's strategic direction and goals in partnership with its Board of Directors. They will leverage the power of relationships and networks by working across private, public, and corporate sectors to garner support, raise funds, and build capacity to further the goals and objectives of the organization.

The successful candidate will have significant experience engaging with a Board of Directors, bring a spirit of collaboration and entrepreneurship to their work, and embody the mission and vision of UWSHR.

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Primary Duties and Responsibilities Include:

Strategic Oversight and Organizational Leadership

- Provide strategic thinking and execution to propel the organization forward in building capacity to meet the current and future needs of the community.
- Energize organizational commitment to UWSHR's mission and vision through the furthering of its community impact, effective community partnership, and securing/leveraging of resources.
- Convey the vision and mission of UWSHR and the importance it plays within the community at large.
- Further an already impressive community image through active and visible community, professional, civic, and private organization relationship development.
- Provide effective donor relationship management; seeking and building relationships with organizations and individuals who want to invest their financial and other resources in furthering UWSHR's mission.
- Champion equity, diversity, and inclusion across all facets of UWSHR and its prioritization and embedding into organizational structures, culture, programs, and processes.

Resource and Partnership Development

- Serve as a dynamic fundraiser, securing significant investment from a variety of prospective donors to further diversify the current funding stream and grow capacity.
- Ensure comprehensive marketing, branding, and development strategies.
- Provide consistency throughout the organization and enhance revenue from major donors, foundations, government agencies, and corporations.
- Engage and educate the Board of Directors to engage prospective donors and advocate for the continued success of UWSHR.
- Serve as the primary organizational ambassador to the communities served by UWSHR.
- Support the Vice President of Resource Development and Corporate Social Responsibility and the Vice President of Foundation and Major Gifts in fundraising activities, including the design of specific initiatives.
- Assist the Vice President of Foundation and Major Gifts in executing the 100th anniversary campaign.

Business Acumen

- In collaboration with the Board of Directors and other key internal/external stakeholders, develop a strategic and tactical plan with specific programmatic and revenue goals.
- Serve as a results-oriented leader setting performance-related expectations and goals while empowering the team with appropriate authority and accountability.
- Providing effective organizational financial management and strategic resource allocation; setting long-term and annual financial plans and budgets that align with the



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- strategic objectives of the organization.
- Continually manage the brand and messaging as a strategic asset that needs to be safeguarded.
- In partnership with the human resources leader, provide effective human capital management; effectively leading and overseeing the team, with a focus on organizational development, management empowerment, staff engagement, and succession planning.
- Acting as a technology-savvy leader with a strong appreciation for innovation and understanding of how continued adaptation benefits the mission and strategic objectives of UWSHR.
- Work in support of the United Way Worldwide Strategic Plan and within the conditions of the UW affiliation and branding agreements while working to maintain and improve this critical relationship.

Exemplary Values and Personal Attributes

- Encompass a passion and commitment for the mission and work of UWSHR and the role it plays within the broader community.
- Lead by example with an achievement-oriented focus and demonstrating uncompromising accountability, courage, and self-confidence, even in the face of adversity.
- Operate with an unquestionable commitment to integrity and ethical conduct.
- Willing and open to continuous learning and improvement; analyzing personal strengths and weaknesses and developing a plan for personal growth.

Board Relations

- Serve as the primary bridge between UWSHR's Board of Directors and staff.
- Collaborate with the Board of Directors and other organizational volunteers to set, and subsequently implement, UWSHR's overarching strategic direction.
- Maintain a strong, trusting, and collaborative partnership with the Board to shape the future of the organization.
- In partnership with the Board of Directors, identify, recruit and cultivate new members and committee chairs who align with the organization's values and strategic objectives as needed.
- Prepare annual operating plans and budgets for the Board of Directors to review and approve and provide regular updates on all current strategic, operational, and programmatic matters.
- Partner with the Board of Directors on prospective and existing fundraising opportunities for UWSHR.



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Professional Experience and Qualifications:

The successful candidate will be an innovative and enthusiastic leader with a strong passion and commitment to the mission of the United Way of South Hampton Roads. The next President and Chief Executive Officer must bring demonstrated executive-level experience, an approachable, innovative, and adaptive leadership style, and a track record of success in operational oversight and strategic planning.

The President and Chief Executive Officer should possess the following characteristics:

- At least 10 years of experience in senior-level strategic or leadership roles spanning the private, public, or nonprofit sectors.
- A track record of working with senior-level stakeholders in the private, public, and nonprofit sectors to build coalitions and partnerships.
- A charismatic leader who promotes the mission of the UWSHR with key stakeholders, including individual donors, corporate partners, community members, and staff.
- Demonstrated partnership experience with executive staff and Board of Directors to set short- and long-term strategy and to grow capacity and overall reach within the community.
- An ability to leverage the diverse talents of a dynamic and engaged volunteer Board of Directors.
- Experience and expertise in the community-impact issues reflected in UWSHR's vision, mission, and strategic direction.
- A track record of participating in, and ideally leading, a growing organization filled with individual that easily engender trust.
- Experience in successfully managing, developing, and retaining a sizable team.
- A demonstrated track record of promoting diversity, equity, and inclusion.
- Demonstrated success in fundraising, growing revenue, and increasing philanthropic support.
- Demonstrated success in community building and in developing and maintaining productive partnerships with the public sector as well as for-profit and non-profit organizations.
- Experience working with volunteers and/or community leaders to further the success of an organization.
- Proven revenue generation, operational, and financial acumen.
- A keen analytical mindset, critical thinking, and problem-solving that enables sound decision-making.
- Unquestionable professional ethics and integrity.

Education:

- An undergraduate degree from an accredited university is required. An advanced degree and/or CFRE certification is preferred.



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Application Process:

Interested and qualified candidates are welcome to submit an application to UWSHR-CEO@KornFerry.com for consideration.

United Way of South Hampton Roads is an Equal Opportunity Employer. In order to provide equal employment and advancement opportunities to all individuals, employment decisions at UWSHR will be based on merit, qualifications, and abilities. UWSHR does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, veteran status or genetics. Please Note: Requirements, skills, and abilities described above are representative of those that must be met by an employee to successfully perform the essential functions of this position with or without reasonable accommodation. In no instance, however, should the duties, responsibilities, and requirements be interpreted as all-inclusive.