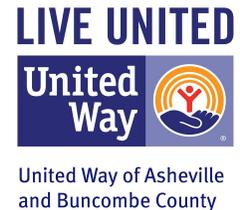


Position Announcement – December 2018
President/CEO
United Way of Asheville and Buncombe County
Asheville, NC



United Way of Asheville and Buncombe County seeks an experienced President/CEO with a demonstrated commitment to organizational excellence to lead the organization and build on its mission to “Unite People. Improve Lives. Strengthen Community.” in Asheville and Buncombe County.

The Region

Western North Carolina is a culturally rich region that is both economically and geographically diverse. It is difficult to find a top ten list that doesn’t include the Asheville and WNC region. Whether the list is touting our virtues as a vacation destination or a place to retire, we continue to rank highly in people’s opinions. Less well-known is the fact that Buncombe County is home to the largest and most diverse school districts in Western North Carolina, serving families speaking more than 55 different languages from urban public housing to rural seventh-generation farming communities and the suburban neighborhoods that lie between. Overall, nearly one in four Buncombe County children live below the poverty line, with both urban and rural poverty prevalent. The position is based in Asheville – located in the heart of the Southern Appalachian Mountains. Asheville is home to a remarkably large nonprofit sector and is characterized by political and cultural diversity.

The Organization

Founded in 1921, United Way of Asheville and Buncombe County is dedicated to reducing the impact that poverty has on the lives of students, families, and communities. We do our work through a collaborative approach alongside donors, volunteers, and community partners in all sectors - nonprofit, public and for-profit business. We are actively assessing and embedding diversity, equity, and inclusion in all parts of our organizational culture and developing a practice to use the diversity, equity, and inclusion lens in everything we do.

Our values:

- Collective Action
- Community Focus
- Compassion
- Innovation
- Integrity
- Responsiveness
- Results

United Way of Asheville and Buncombe County is governed by a committed Board of Directors, has 40 experienced and dedicated staff, and an annual budget of \$4.6 million. United Way of Asheville and Buncombe County owns and operates out of the Community Services Center located at 50 South French Broad Avenue in downtown Asheville, NC. More detailed information about United Way of Asheville and Buncombe County can be found at www.unitedwayabc.org

The Strategies

In order to transform lives, and drive systemic change that improves the opportunities for people today as well as future generations, United Way of Asheville and Buncombe County is committed to working with others to do what no one organization can do alone. Every three years we conduct a strategic planning process which is actively used to guide the work of our four core strategies:

Community Partnerships

We believe it is critical that we invest community dollars into organizations that provide strong support for the education, financial stability, and health of everyone in our community, from infants to elders. We currently provide grant support to the work of 35 different nonprofit organizations that serve a wide range of people across our county. We also have a growing number of contracts with service providers providing a host of supports to students and their families as part of our Community School strategy.

Community Schools

We believe our community is a better place when children are strong, healthy and successful. We all benefit when they graduate from high school, college and career ready. In order to have the best chance at a good life, it's important that their families and community are strong and healthy too. Working with Asheville City Schools, Buncombe County Schools and a network of more than 50 local service providers, United Way of Asheville and Buncombe County is organizing resources that will support the health, education and financial stability of the whole family and neighboring community. By using our local middle schools as a district-wide hub of support, we can find new ways to address the needs of the community.

NC 2-1-1 (Asheville Call Center)

We believe in being there for people when they need us. By simply dialing 2-1-1, anyone in our community can speak to a real person and find the help they need. We are proud to be the caring voice on the other end of the line for our neighbors in 16 western NC counties and to be a part of United Way of NC's efforts to serve all 100 counties in North Carolina. Our trained information and referral specialists provide, free, caring and confidential information and referral services 24/7/365 to speakers of all languages. The most common needs are emergency housing, utility and food support. 2-1-1 Asheville Call Center handled almost 50,000 calls last year.

Hands On Asheville-Buncombe

We believe in the transformative power of volunteerism. It is an experience that can change how we view and interact with the world around us and gives each of us the chance to be a "force for good." Our volunteer center makes it easy for individuals to get involved in meaningful volunteer opportunities with nonprofit organizations. More than 200 opportunities are listed in our database each month, making it easy for volunteers to connect with a cause that fits their interests. Hands On placed 2,450 unique volunteers at 30+ organizations last year, providing a total of 15,100 hours of volunteer service (equivalent to more than 7 full-time employees).

The Position

United Way of Asheville and Buncombe County seeks an individual who is well prepared to provide the inspired external and internal leadership required of this role. The new CEO must have proven, significant, and successful organizational leadership experience and the ability to oversee fundraising, programs, and overall operations while working effectively with both the leadership team and the board to guide the organization. The CEO must also possess the talent to listen and communicate effectively and to build relationships with multiple constituencies, including the Board, staff, donors, agency partners, people impacted by the issues we seek to address, and other community leaders.

The incoming CEO will succeed David Bailey who has effectively led the organization since 1999 and who will retire in May 1, 2019.

Reporting Relationships

The CEO reports directly to the Board of Directors and supervises the Vice President of Community Investment, Vice President of Finance and Operations, Campaign Director, Director of Major Gifts, and Marketing and Communications Director.

Priorities

United Way of Asheville and Buncombe County envisions a strong, caring community where residents are educated, financially stable, and healthy. Toward that end, the new leader will lead the organization in achieving the following priorities within the first 12-18 months of their tenure:

- Champion the organization's innovative Community Schools Strategy.
- Nurture and create community buy-in for the organization by developing strong relationships across all parts of the community.
- Establish internal trust through listening, accountability, and strong staff support.
- Understand existing and develop new and innovative revenue strategies.
- Utilize a diversity, equity, and inclusion lens throughout the organization, including to evaluate and implement the strategic plan.
- Streamline operations and stabilize infrastructure support.

Position Summary

Reporting to the Board of Directors, the CEO will provide leadership to the organization and manage its ongoing affairs. The CEO is responsible for directing and formulating the plan for achieving the organization's mission and annual goals; fundraising from diverse sources; budgeting and fiscal management; operations and human resource management; marketing and communications; board management; and strategic planning.

Key Responsibilities

- Leads long range planning and visioning, in partnership with the Board of Directors and staff.
- Serves as agency spokesperson. Supports marketing and public relations and advocacy efforts, acts as liaison with partner organizations, and nurtures and expands the organization's key external relationships.
- Leads organizational fundraising efforts in partnership with the board and development staff.
- Manages budget development, financial forecasting, and oversight in partnership with the Board of Directors and the Vice President of Finance & Operations.
- Provides advice, counsel, and support to the Board of Directors, and helps maintain and leverage an engaged, powerful board.

Qualifications

- Commitment to United Way of Asheville and Buncombe County's vision, mission, and values.
- Professional and personal style consistent with the supportive, collaborative team-oriented culture of United Way of Asheville and Buncombe County.
- A proven track record of visionary leadership with at least five years of senior management experience in a large, complex 30+ person organization - including administration, staff supervision, strategic planning, evaluation, budgeting, and organizational innovation.
- A record of successful and innovative fundraising with proven experience with individual donors and major gifts.
- Exceptional ability to cultivate leadership-level relationships.
- Extraordinary communicator with a wide variety of stakeholders.
- Demonstrated cross-cultural competency and the ability to prioritize and implement diversity, equity, and inclusion strategies.
- Successful experience leading organizational transformation.
- Demonstrated ability to manage organizational operations effectively and efficiently.
- Exceptional financial skills - including budgeting, fiscal management, and analysis.

- Significant experience demonstrating a strong entrepreneurial perspective, innovative problem solving skills and the courage to take calculated risks.
- High level of emotional intelligence – i.e., accurately perceive and express yourself, personal humility, develop and maintain social relationships, cope and adapt to challenges, and use emotions in an effective way.

The ideal candidate will also have:

- Advanced degree in a relevant field or an equivalent combination of education and work experience.
- Ability to conduct systems-level analysis.
- Successfully partnered with a nonprofit board of directors.

Compensation

Salary commensurate with experience - plus benefits that include 100% Medical, dental and vision coverage, 4 weeks paid vacation, 10 holidays, and 5% contribution to 401(k)

Application Process

To apply, please send a letter of interest and resume in one pdf file using the following naming convention: "Your Last Name-Your First Name.pdf", *via email only* to:

United Way of Asheville and Buncombe County Search Committee
CEOsearch@unitedwayabc.org

Please, no phone calls, faxes, or snail mail.

Application deadline: January 18, 2019

United Way of Asheville and Buncombe County is an equal opportunity employer and is committed to recruiting a broadly diverse pool of qualified candidates for the position.