



Opportunity Profile

Executive Search for:
Chief Executive Officer



Sioux Empire United Way

Chief Executive Officer

Sioux Empire United Way

Sioux Falls, SD Area

About Sioux Empire United Way

Sioux Empire United Way's mission is to "lead, sustain, and nurture a unified, effective response to community needs." In 2021, Sioux Empire United Way exceeded its campaign goal, raising over \$10,000,000 to serve children, vulnerable adults, and people in crisis. Proudly, more than 90 cents of every dollar raised goes directly toward local programs and services, making the organization one of the top-performing United Ways in the country. Sioux Empire United Way funds 85 programs through 40 agencies in 33 local communities in a four-county area. Contributing to the success of the organization are dedicated and mission-driven donors, staff, Board of Directors, volunteers, corporate sponsors, and community supporters.

Opportunity Overview

Sioux Empire United Way seeks a Chief Executive Officer (CEO) to successfully guide the organization into the future and continue the growth and legacy of community impact. The CEO provides the strategic vision and leadership to champion an effective and unified response to community needs. The CEO will lead and inspire a team of staff, board, volunteers, and community stakeholders to fulfill the mission of United Way. The successful candidate will have the experience, skills, and capacity necessary to effectively fulfill the key accountabilities of the position including Strategic Vision, Community Impact, Resource Development, Team Culture and Professional Development, Board Engagement, Financial and Operational Oversight, and Brand Ambassadorship.

KEY ACCOUNTABILITIES AND ESSENTIAL DUTIES

Strategic Vision

Create a clear, actionable strategy, with approval by the Board, and monitor progress toward measurable goals, resource alignment, and community impact.

Community Impact

Effectively identify and evaluate new and emerging needs in the community while creating or adjusting strategies to proactively meet those needs.

Resource Development

Take a highly relational approach to securing support from donors, volunteers, and corporate partners while promoting a culture of philanthropy at the staff and board levels.

Team Culture and Professional Development

Nurture a diverse, cohesive, and trusting culture that ensures high levels of engagement, retention, development, and performance of staff, volunteers, and board.

Board Engagement and Effectiveness

Recruit, retain, and engage an effective Board of Directors and provide the resources and support to ensure they are appropriately informed, properly equipped to govern the organization, and optimally engaged in utilizing strengths to advance the mission.

Financial and Operational Oversight

Provide oversight and transparent reporting to ensure compliance, operational efficiency, and fiscal health of the organization.

Brand Ambassadorship

Increase brand awareness, engagement, collaboration through effective messaging, outreach, relationship-building, and public speaking across all business, community, government, and nonprofit sectors.

IS THIS ROLE THE RIGHT FIT FOR YOU?

The Board of Directors sees the ideal candidate for the position matching as many aspects as possible in the bullets below:

- Passion for and commitment to the community and Sioux Empire United Way's mission
- Executive or management experience at a respected nonprofit or public institution, or significant nonprofit experience developed through voluntary service in the sector. (While previous nonprofit CEO experience is highly desirable, individuals with a strong record of mission-driven performance are encouraged to apply.)
- Demonstrated results and working knowledge of fundraising principles.
- Exceptional leadership and communication skills, including a proven track record in leading and growing organizations.
- Team builder and coach when working with staff and volunteers.
- Build strong, trusted relationships and partnerships, inspiring others to take action.
- Gain consensus from various groups, unifying efforts to common goals and achieving impactful results.
- Critical thinking skills to identify strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Possess working knowledge of the legal, fiscal, and regulatory environment in which a nonprofit operates.
- Strong business and fiscal management skills.
- Personal ethics and integrity that reflect positively on the mission and the organization; is a passionate and convincing champion for the mission and is involved and respected in the community.
- Committed to championing diversity, equity, and inclusion, fostering an organization that is accessible and welcoming.
- Bachelor's degree in a related field required, with an advanced degree preferred.
- Minimum of 5 years experience in a senior leadership position.

Compensation and Benefits

Sioux Empire United Way offers a competitive salary and comprehensive benefits package.

The Search:

[Sagency](#), an executive search and leadership consulting firm, has been retained by Sioux Empire United Way to conduct this search for their next Chief Executive Officer. Sagency consultants will review and evaluate all interested parties to help the search committee review a final group for consideration.

The search will be conducted in a professional manner and all potential candidates will be given consideration by the search firm and Sioux Empire United Way. Candidate conversations and information will be handled with great discretion and confidentiality. Sagency and Sioux Empire United Way are equal opportunity employers.

If after reading this Opportunity Profile, you feel that your experience, skills, and passion are a good match for Sioux Empire United Way and this role, we would like to engage with you. Please read below for the first part of the application and selection process.

Next Steps - Application and Selection Process:

Step 1: Interested candidates complete the online application which can be found at <https://recruiterflow.com/sagency/jobs/132>

- Upload your resume and cover letter.
- The online application will be posted until the position is filled.

Step 2: A Sagency Executive Search Consultant may schedule an initial phone call with qualified applicants.

Step 3: A Sagency Executive Search Consultant will schedule a 60-minute interview with specific candidates.

Step 4: If you are selected and choose to move on to interviews with the search committee, you will be asked to complete an online assessment.

Step 5: First-round interviews with Sioux Empire United Way.

Please contact Tami Kilzer at 701.371.3324 or tami@sagencytalent.com with any questions or inquiries. Thank you for your time and your interest in this role.