neighbors, inc.

Executive Director
Candidate Profile

Neighbors, Inc. seeks an innovative leader who has a compelling vision for providing emergency and supportive assistance programs to low-income community members in northern Dakota County. This person will be a passionate advocate for the organization's mission and will inspire others to support Neighbors, Inc.'s impact. This individual has experience leading and directing small to mid-sized organizations with diverse internal and external constituencies. S/He is a futurist, with the capacity to implement effective organizational practices, while creating a nimble institutional culture that can quickly adapt to a changing strategic landscape, and leverage the talents of a team of roughly 1,800 volunteers whom ultimately deliver the program experience guided by the expertise of 16 staff.

Key skills and attributes include:

- **Leadership and Vision.** Provides inspiration, leadership and support to the Board, staff, volunteers, donors, faith-based communities, stakeholders and other constituents in accelerating progress on Neighbors, Inc.'s mission. This is a high energy position, requiring a dynamic individual who will motivate others to support the organization's outcomes.

- **Relevancy.** Assures the relevancy of Neighbors, Inc. as the needs of diverse audiences change. Knows and understands the dynamics that facilitate change. S/He values diversity of experience and perspective, while addressing the dynamic needs of the local community and identifying changes in the organization's external environment. Supports a collaborative and adaptive culture by coaching team members with a focus of developing a highly capable organization that is empowered to take decisive action, move quickly and maintain personal accountability at all levels in the organization.

- **Relationships.** Builds strong and sustainable relationships that translate into successful collaborations, impactful partnerships and fundraising results. Delivers excellence through personal accountability, motivation and engagement. Demonstrates political acumen and comfort with complexity and ambiguity.

- **Sustainability.** Runs a fiscally sustainable institution, and coaches a strong management team that executes the strategic plan to grow the impact of the institution. Establishes metrics for operating results and financial performance as well as for achieving balanced growth across all of the organization's components and functions. Is accountable for the organization's results and sets high ethical standards for Neighbors, Inc. operations.

- **Philanthropy.** Will successfully develop an institutional culture of philanthropy in collaboration with the Board and staff. Understands the dynamics of effective fundraising programs. Has built durable relationships with funders and donors locally.

- **Governance.** Understands nonprofit governance and has the skill to support the Board's development as the organization's governing body. Experience framing issues for Board review, discussion, input and action. Advocates for the Board's development, evaluation and performance.
- **Communications.** Media savvy. Experienced spokesperson who knows how to elevate the institution's mission, presence and brand locally. Enjoys public speaking opportunities with the media and a broad range of constituents.

Qualifications

This individual will have at least five years of progressive leadership experience in social-service, nonprofit, corporate or faith-based sectors. This successful candidate must be able to demonstrate the ability to operate effectively within a nonprofit governing environment.

This leader understands how to creatively address the fast changing operating environment of Neighbors, Inc. S/He has experience fostering change to ensure a nimble organizational culture. This individual is results oriented and will demonstrate success in operating a financially healthy and sustainable organization. This executive has experience building large teams of volunteers who deliver the program experience guided by paid staff, structures and systems to support an impactful institution. This individual has experience building durable relationships with staff, volunteers, donors, stakeholders and constituencies. The ideal candidate will have knowledge and experience of nonprofit fundraising strategies and practices.

As a key spokesperson for Neighbors, Inc., this individual must have strong verbal and written communication skills. A bachelor's degree from an accredited four-year college or university is expected. A degree at the graduate level is preferred.

With the passion of our volunteers, Neighbors strives to reduce poverty, promote self-sufficiency, and build community. For more information about Neighbors, Inc., please visit: www.neighborsmn.org.

To apply, please submit cover letter, resume, salary requirements, and references to EDSearch@neighborsmn.org Attn: Executive Search Committee. Applications will be reviewed until position is filled.

Neighbors, Inc. is an Equal Opportunity Employer.