



Opportunity Profile

Executive Search for:

Chief Executive Officer

Sioux Falls, South Dakota



About Make-A-Wish® SD

Make-A-Wish® South Dakota (MAW SD) is headquartered in Sioux Falls, South Dakota. The chapter is an independent 501(c)(3) nonprofit serving the entire state, one of 61 chapters in the country chartered and networked by Make-A-Wish® America. It enjoys a powerful brand and name recognition and an enormously appealing mission: to grant wishes for children with life-threatening medical conditions to enrich the human experience with hope, strength and joy.

The South Dakota Chapter was founded in 1984 and is now approaching its 34th anniversary. It has a stellar reputation in South Dakota. Its programs are delivered by over 260 volunteers across the state, and it is governed by a volunteer board of directors. Last year, the organization granted 72 wishes. It has granted more than 1,300 wishes since 1984. Our deeply passionate and committed staff, board, families, and volunteers are very engaged in the work of the organization.

The chapter has experienced growth throughout its history including financial health and program service capacity. It is funded entirely by private and corporate donations and has no tax-based revenue. After seven years of exceptional service, its current executive will transition to a role with the national Make-A-Wish® organization. The chapter is now engaged in a search for the next chief executive to lead the organization and is excited to welcome a new CEO to steward the exceptional growth and impact of the organization.

Key challenges of the position will include nurturing a high-performance team environment, providing even stronger outreach and brand awareness across the state, continued growth of the endowment to drive the mission into the future, building an increasingly strategic and influential board, raising more funds to grant more wishes, developing corporate contacts for partnerships, and increasing the operational capacity of the organization to deliver more wishes to medically-eligible children.

The search committee is looking for a strategic, visionary, and servant-hearted leader. The successful candidate will be expected to leverage a growth-mindset, collaboration, coaching, and drive for excellence to build on the success of the organization.

Make-A-Wish South Dakota offers a competitive compensation and benefit package.

Learn more at <http://southdakota.wish.org/>

OPPORTUNITY OVERVIEW

The South Dakota chapter of one of the nation's most recognized nonprofits seeks a Chief Executive Officer (CEO) to successfully guide the chapter into the future. The organization serves kids and families at a time of dire need—when they are in the midst of a life-threatening medical crisis. With a dedicated staff, a strong board, and an engaged volunteer force, the selected candidate will be well positioned to make a significant statewide impact. This is an ideal position for a highly relational, empathetic and driven leader with a track record of achievement and impact.

KEY RESPONSIBILITIES TO ACHIEVE SUCCESS

The ideal candidate will have the relevant experience and skills to effectively carry out the key accountabilities of the position which include: Team Leadership and Management, Strategy and Execution, Financial Oversight, Funding and Development, Operational Excellence, Brand Ambassador, and Board Engagement.

Strategy and Execution

Facilitate the creation and execution of a clear and actionable strategy to make significant and measurable progress to achieve the vision.

Team Leadership and Management

Provide the environment and leadership to ensure high levels of engagement, retention, growth, and performance of the team of chapter staff and volunteers.

Board Engagement

Recruit, retain, and engage an effective Board of Directors and provide the resources and support to ensure they are appropriately and accurately informed, properly equipped to govern the organization, and each member's contributions are put to good use.

Financial Oversight

Facilitate healthy growth by overseeing and engaging the chapter in prudent investment decisions, ensuring 100% compliance with all applicable rules and regulations, and maintaining the overall fiscal health of the organization.

Funding and Development

Oversee the execution of the fundraising and development plan to sustain and grow the impact of the organization.

Operational Excellence

Provide leadership and oversight to ensure staff and volunteers have the systems, processes, and inspiration to consistently provide a world-class wish experience for every eligible child and family.

Brand Ambassador

Represent the organization through effective outreach and engagement to build trust, increase collaboration, inspire action, and increase statewide brand awareness.

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 Make-A-Wish® South Dakota's mission.
- Executive or management experience at a respected nonprofit or public institution, or significant nonprofit experience developed through voluntary service in the sector.
- Demonstrated results in major gift cultivation and solicitation and working knowledge of fundraising principles as they impact an organization that raises 100 percent of its funding from private sources.
- Exceptional leadership and communication skills, including a proven track record in leading and growing organizations.
- Has worked closely and positively with governing/fundraising boards and effectively developed and strengthened those boards.
- Is a consensus builder, team builder, and a coach when working with paid and unpaid staff.
- Attracts and retains top talent and builds strong and enduring relationships.

- Possesses working knowledge of the legal, fiscal and regulatory environment in which a nonprofit operates.
- Strong business management skills including managing a budget over \$1,000,000.
- Strategic thinker who can also plan and execute short-term objectives in pursuit of a long-term vision and create action plans that yield results.
- Has personal ethics and integrity that reflect positively on the mission and the organization; is a passionate and convincing champion for the mission; is involved in and respected in the community; and understands the local cultures.
- Is able to navigate enthusiastically and collegially in the network that comprises the national organization.
- Bachelor's degree required, with an advanced degree preferred.

If you can develop a talented and dedicated staff, create a compelling vision for the future, and have a fiscally-sound management approach, this position may be a fit for you. While previous nonprofit CEO experience is highly desirable, individuals with a strong record of performance are encouraged to apply.

COMPENSATION AND BENEFITS

Make-A-Wish® South Dakota offers the following benefit package for this position:

- Competitive salary based on experience.
- Health and dental insurance
- Simple IRA Retirement
- Health Savings Account (HSA)
- Flexible Spending Account
- Paid holidays
- Paid time off (PTO)

The Search:

[Sagency](#), a Fargo, ND executive search and leadership consulting firm, has been retained by Make-A-Wish® South Dakota 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 facilitated by Mike Meagher and Tami Kilzer of Sagency.

The search will be conducted in a professional manner and all potential candidates will be given consideration by the search firm and Make-A-Wish® South Dakota. Candidate conversations and information will be handled with great discretion and confidentiality. Sagency and Make-A-Wish® South Dakota are equal opportunity employers.

If after reading this Opportunity Profile, you sense that your experience, skills, and passion are a good match for Make-A-Wish® South Dakota and this role, we would like to engage with you. Please read below for the first part of the application and selection process.

The First Five Steps of the Application and Selection Process:

Step 1: Interested candidates complete the online application.

- Upload your resume and cover letter (in one attachment)
- The online application will be posted until January 22, 2018.

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 the Make-A-Wish® search committee.

- First round interviews will begin as soon as January 19th, 2018.

Please contact Mike Meagher at 701.388.0650 or mike@sagencytalent.com or 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.

[Please CLICK HERE to apply for this position.](#)