



United Way of Greater Rochester Career Opportunity

Join the team!

If you are interested in joining a dynamic team of community ambassadors to serve Greater Rochester with your time and talent, consider a career with United Way.

Mission

Our mission is to unite the goodwill and resources of the Greater Rochester community so that everyone can thrive. That means that our team is committed to working with local donors, businesses, not-for-profit program partners and people in need to make this community stronger and more vibrant together!

Values

Our core values define who we are and how we serve our community together. United Way and our team members are caring, trustworthy, collaborative, innovative, respectful and results-oriented.

Job Title: President and CEO

Position Summary:

Reporting to the Board of Directors through the Board Chair, the President/CEO is responsible for advancing the mission and vision of the organization and developing and executing the strategies necessary to achieve that vision. Working with a diverse team of high-performing leaders, staff, and volunteers, the President/CEO leverages the power of relationships and networks, and works across private, public, government and corporate sectors to improve conditions in the community. The President/CEO possesses a high level of broad business and management skills and is effective at generating resources and financial support for the organization. The President/CEO is dedicated to shared and measurable goals for the greater Rochester community – creating, resourcing, scaling and leveraging strategies for broad investment and impact. The President/CEO is a champion of the organization and builds collaborative and broad based support for community outcomes in the areas of health, education, housing, and child welfare.

Core Competencies:

- **Mission-Focused:** Catalyze others' commitment to mission to create real social change that leads to better lives and healthier communities.
- **Relationship-Oriented:** Understands that people come before process and is astute in cultivating and managing relationships toward a common goal. Is able to work across multiple constituencies to achieve results.



- **Collaborator:** Understands the roles and contributions of all sectors of the community and can mobilize resources through meaningful engagement.
- **Results-Driven:** Dedicated to producing measurable goals for the common good.
- **Visionary:** Confronts the complex realities of the environment and simultaneously maintains faith in a different and better future by providing purpose, direction, and motivation.
- **Team Builder:** Ensures that the right people are in the right roles at the right times; fosters commitment, trust, and collaboration around multi-cultural leaders and stakeholders.
- **Business Acumen:** Possesses a high-level of broad business and management skills and is effective at generating financial support for the organization.
- **Change Leader:** Demonstrate the courage and willingness to change organizational structures to best meet the needs of the community.

Key Responsibilities:

- Position United Way as a catalyst to generate effective community owned solutions and actions
- Executes the organization's vision and the strategies necessary to achieve that vision
- Ensure human resources and organizational infrastructure align with strategic goals
- Work in partnership with the Board to develop policies consistent with the mission and vision
- Develop effective community investment strategies designed to achieve measurable impact
- Develop a strong and diversified fund raising portfolio to support community investment strategies
- Manage the recruitment and development of Board members and ensure the continuity of volunteer leadership
- Cultivate relationships and mobilize key stakeholders in the community
- Foster an organizational commitment to diversity and inclusiveness among staff and volunteers
- Champion the United Way mission and inspire staff, volunteers, and community leaders to action
- Ensure that the organization is fiscally sound and financially accountable
- Maintain collaborative working relationships with service providers and other community partners



- Lead and develop a leadership team that will champion a healthy organizational culture
- Be a vocal, visible, and inspiring community leader with a commitment to improve the quality of life for those in need

Position Requirements:

- A minimum of 7 years of experience in the senior executive leadership role within a large nonprofit organization or substantial commercial enterprise
- A history of support to philanthropic endeavors at the leadership, board, and/or donor level.
- Experience leading multiple agencies, business leaders, volunteers, and the donor community toward a common goal
- Demonstrated success with both traditional and innovative fundraising techniques
- Proven ability to inspire and motivate others to action
- Highly evolved public speaking ability
- Proven ability to manage and direct a complex enterprise
- Highly ethical and collaborative
- Passionate about the United Way mission
- A demonstrated track record of promoting an inclusive and collaborative community dialogue
- Experience in or across multiple sectors, including nonprofit, public, government and corporate environments
- Must demonstrate a high level of intelligence and intellectual curiosity and a desire to explore new ideas and innovative approaches to solving problems

Education Background:

Bachelor's degree is required. An advanced degree with relevant experience is preferred.

In support of the ADA, this job description lists only the responsibilities and qualifications deemed essential to the position.

United Way of Greater Rochester is an Equal Opportunity Employer
This policy prohibits discrimination on the basis of sex, race, color, religion, creed, national origin, age, marital status, sexual orientation, disability, genetic predisposition, veteran status or status as a member of any other protected group or activity.



Submission Process

Email your resume and a cover letter to:
wynndy.turner@uwrochester.org

Please respond to the following questions in your cover letter

1. What is your reason for interest in the President/CEO position at United Way?
2. What are your qualifications and experiences that you would bring to the position and organization?