

Position Profile

# Chief Executive Officer Leadership Florida

Tallahassee, FL





# About Leadership Florida

*Leadership Florida is generally considered the leading statewide leadership organization in the United States. Leadership Florida has brought together leaders from a wide range of professional sectors and political persuasions, exposed them to the issues facing the State of Florida, and facilitated their abilities to work together across their diverse perspectives for a better Florida. Leadership Florida is the premier organization that takes a non-partisan statewide view of the conditions and challenges that face our great state and offers a continuum of leadership programming that expands the impact of community leaders across the state. By participating in this statewide community of committed leaders, members enhance and recharge their leadership skills and share meaningful experiences that inspire them to work across their strengths and diversities for a better Florida.*

As a strong, trusting, and growing community of Florida leaders, with approximately 1,700 active members, Leadership Florida is an important catalyst for creating new opportunities for Florida through powerful connections that extend the reach of the organization. Leadership Florida's core strength is its diversity – of opinion, age, gender, geography, skills, interests, experience, ethnicity, occupation, and political affiliation. It is, however, unified in the respect for and accessibility to one another, and in a shared passion for Florida.

Originally created by the Florida Chamber of Commerce in 1982, Leadership Florida is an independent 501(c)(3) with an office in Tallahassee, an annual budget of nearly \$3 million with a balance sheet of approximately \$6.2 million, and a current team of nine full- and part-time staff members.

Learn more about Leadership Florida  
at [www.leadershipflorida.org](http://www.leadershipflorida.org)





# The Chief Executive Officer Opportunity

*The Chief Executive Officer (CEO) of Leadership Florida has overall responsibility for leading all facets of the enterprise, continuing to elevate its state-wide relevance, deepening engagement with alumni, and further positioning the organization as Florida's trusted convener of leaders across regions and sectors. The CEO will oversee all programming, including the Class Programs for Florida leaders, all programs and services for graduates of Leadership Florida programs, and the full range of existing and future programs designed to educate and build a strong statewide network of leaders in Florida. In addition, the CEO will serve as the primary fundraiser for the organization, working with a wide network of sponsors, funders, and alumni to grow the organization and its program offerings and convenings. The CEO will manage functions including finance, operations, human resources, and IT, working with a lean but strong internal team.*

Specific priorities for the next phase of Leadership Florida include leveraging opportunities for innovation in programming and alumni development; building additional connectivity between program participants and among program participants and alumni; and ensuring more comprehensive engagement across the entire state, including rural areas as well as urban areas, and with evolving demographics. Finally, the CEO will continue to build deep networks and relationships among program participants and alumni as well as leading organizations and companies across the state, mobilizing the power of Leadership Florida's network in support of members.





Specific responsibilities include:

- Provide visionary and mission-driven leadership with a keen focus on the organization's mission of statewide leadership development; ensure that programs are aligned with Florida's evolving civic, economic, and social needs; and provide long-term vision related to leadership pipelines, alumni engagement, and statewide impact.
- Report to and work with the Chair of Leadership Florida and the Board of Directors to develop the short- and long-term strategies and operating plans to achieve the mission and goals of the organization.
- Provide leadership and supervision to the professional staff of Leadership Florida to ensure the plan of work is effectively implemented in a timely fashion. Hire, train, and develop Leadership Florida's staff and encourage a work environment that produces their best contributions.
- Serve as the primary public "face" of Leadership Florida throughout Florida and nationally, and develop close, collaborative relationships with individuals, public officials, corporations, and other non-profit organizations with whom Leadership Florida can work to advance its mission.
- Ensure that the financial security and integrity of the organization is maintained and enhanced through the prudent operation of the organization and develop strategies for increased revenue generation through fundraising, program sponsorships, in-kind donations, and diversification of income streams that will support the ambitions of the organization's mission.
- Identify, recruit, and nurture statewide leadership for the organization.
- Prepare timely and clear communication for the Board, and when appropriate to the membership, on all substantive matters affecting Leadership Florida. Develop and execute, in conjunction with volunteer leadership, an external communications plan that highlights and promotes the activities and success of Leadership Florida and its members to the public and key stakeholders.
- Continually champion the values, mission, and vision of Leadership Florida to all internal and external audiences.



# Candidate Profile

The Chief Executive Officer will demonstrate many, though perhaps not all, of the following professional experiences, attributes, and competencies:

- Demonstrated successful senior leadership experience, ideally gained in organizations such as professional associations, non-profit organizations, or others where there are large numbers of volunteer members and volunteer Boards.
- Proven success engaging a variety of constituents, individually and collectively, including volunteers, volunteer leaders, and Boards in support of an organization's mission.
- Deep connection to and understanding of the State of Florida, its leaders, and critical issues.
- Adept at developing and executing fundraising campaigns that exceed targets and advance organizational goals, with proven ability to secure major gifts, corporate sponsorships, grants, and community-based contributions, and skilled in building and managing a diversified funding pipeline, identifying creative new revenue opportunities, and stewarding long-term donor partnerships.
- Demonstrated ability to guide and support the Board Chair, Board, and leadership of Leadership Florida in key decisions affecting the direction of the organization.
- Demonstrated ability to lead through influence rather than formal authority, building alignment and momentum among diverse stakeholders with differing perspectives while also keeping the organization true to its core mission.
- Proven capacity to navigate complexity across geography, ideology, and industry, and to operate effectively in environments that require nuance, judgment, and diplomacy.
- Comfort and credibility operating in highly visible, relationship-driven settings, including engaging senior leaders, volunteers, alumni, and external partners across the state.
- Experience building and growing a small and high-performing team within an organizational culture that supports team members in meeting ambitious goals, and modeling servant leadership, collaboration, and commitment to mission.
- Strong business, budget management, and financial skills.
- Engaging and inspirational, confident and compelling as a public speaker, able to effectively communicate the mission, vision, and values of Leadership Florida.
- Ability to maintain the non-political, non-partisan nature of Leadership Florida while encouraging informed, courageous dialogue.
- Experience serving as a respected leader, manager, mentor, and developer of an organization's professional staff.
- Bachelor's degree required; a graduate degree or equivalent experience is valued.

# Location

The CEO will need to maintain a significant presence in Tallahassee, where the Leadership Florida office and staff are based.

# Compensation and Benefits

The salary range for this position is \$200,000 - \$245,000.

Leadership Florida provides an exceptional and highly competitive benefits package, including fully paid healthcare for all full time employees, paid major holidays, generous vacation and sick leave, a 10% employer funded 401(k) with full vesting after one year, flexible work schedules, and optional dental and family healthcare coverage to purchase—along with many additional benefits.





# Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Cassie Scarano and John Mestepey. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NPSIsearchoperations@dsgco.com](mailto:NPSIsearchoperations@dsgco.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Leadership Florida is an equal opportunity employer.

## About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

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