



# Opportunity Profile

Executive Search for:  
Chief Executive Officer





## ABOUT MAKE-A-WISH

*“A wish experience can be a game-changer for a child with critical illness.”*

For children diagnosed with critical illnesses, a wish come true can be a crucial turning point in their lives. A wish can be that spark that helps these children believe that anything is possible and gives them the strength to fight harder against their illnesses. This impact is why Make-A-Wish Central & South Texas is driven to make every one of these wishes come true.

The inspiration and vision for Make-A-Wish began in Phoenix Arizona in 1980 when a community came together for Christopher James Greicius, a 7-year-old boy battling leukemia, whose wish was to be a police officer. Receiving a custom-tailored uniform, a motorcycle helmet, and his very own battery-operated motorbike, the magic of that one wish created a movement. Today, Make-A-Wish has granted hundreds of thousands of life-changing wishes to children with critical illnesses across the U.S. and its territories.

Make-A-Wish Central & South Texas carries out its impactful work with a dedicated staff of 17. The Chapter partners with community volunteers to deliver its programs and is governed by a volunteer Board of Directors. Annually, the chapter grants approximately 300 wishes across its territory.



## ABOUT THE OPPORTUNITY

The Central & South Texas chapter of Make-A-Wish, one of the nation's most recognized nonprofits seeks a dynamic and inspiring Chief Executive Officer (CEO) to successfully guide the Chapter into the future. With a dedicated staff, a strong board, and an engaged volunteer force, the selected candidate will be well-positioned to make a significant mission impact. This is an ideal position for a highly relational, empathetic, and mission-driven leader with a track record of achievement and results.

The relevant experience and skills to effectively carry out the key accountabilities of the position include Strategic Vision & Execution, Organizational Leadership, Fundraising & Development, Brand Advancement & Relationship Skills, Mission Delivery & Non-Profit DNA, Board Engagement & Effectiveness, and Financial & Operational Oversight.



## KEY ACCOUNTABILITIES

### **Strategic Vision and Execution**

Ensure the creation and execution of a clear and actionable strategy to make significant and measurable progress toward achieving the Chapter's vision while exploring new and innovative solutions to effectively meet the growing demand for wish experiences.

### **Organizational Leadership**

Develop and retain a passionate and talented team and ensure staff members achieve their goals, grow personally and professionally, and report high levels of trust, cohesiveness, and engagement.

### **Fundraising & Development**

Support the creation and execution of the development plan to increase revenue through enhanced relationships with donors, corporate sponsors, funders, and community partners.

### **Brand Advancement & Relationship Skills**

Increase brand awareness, engagement, and collaboration through effective messaging, intentional community outreach, relationship-building, partnership collaboration, and purposeful calls to action.



## KEY ACCOUNTABILITIES

### **Mission Delivery & Non-Profit DNA**

Inspire staff, volunteers, and donors by authentically embodying the mission and ethos of the organization.

### **Board Engagement & Effectiveness**

Recruit, retain, and engage a diverse and effective Board of Directors and Regional Council, optimally leverage their strengths to advance the mission, and provide the tools and transparency necessary for effective governance of the organization.

### **Financial & Operational Oversight**

Ensure the organization has the proper financial oversight, internal controls, forecasting, and transparent reporting to maintain/improve the fiscal health of the Chapter.



## KEY QUALIFICATIONS & ATTRIBUTES

### **The Board of Directors sees the ideal candidate for CEO matching as many of the following aspects as possible:**

- Passion for, and commitment to, the Make-A-Wish Central & South Texas 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 performance are encouraged to apply*
- Demonstrated results in major gift cultivation and solicitation, and working knowledge of fundraising principles as they impact an organization
- 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 staff and volunteers
- Attracts and retains top talent and builds strong and enduring relationships



## KEY QUALIFICATIONS & ATTRIBUTES

### **(Continued)**

- Possesses working knowledge of the legal, fiscal, and regulatory environment in which a nonprofit operates
- Strong business and budget management skills
- 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, and is involved and respected in the community
- Is able to work collegially within the federated model of Make-A-Wish America
- Committed to championing diversity, equity and inclusion, fostering an organization that is accessible and welcoming
- Relationships and knowledge of communities across the region is strongly preferred
- Bachelor's degree required, with an advanced degree preferred



## APPLICATION & SELECTION PROCESS

### Apply

- Interested candidates complete the online application:
  - **APPLY - MAW CSTX CEO Role**
- Upload your resume and cover letter.
- If interested, please inquire as soon as possible.
- Compensation DOE; starting at \$160,000

### Initial Screening

- A Sagency Search Consultant may schedule an initial 15-20 minute phone call with qualified applicants.

### Sagency Interview

- A Sagency Search Consultant will schedule a 60-minute interview with specific candidates.

### Online Assessment

- Qualified candidates may be asked to complete an online assessment.

### Client Interviews

- First-round interviews with Make-A-Wish Central & South Texas.

*Thank you for your interest in this position.*