POSITION PROFILE

On behalf of our client,
Junior Achievement of the Upper Midwest

CohenTaylor Executive Search Services
is conducting a retained executive search for its

PRESIDENT / CEO

Junior Achievement®
of The Upper Midwest, Inc.
Junior Achievement is the world’s largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their future, and make smart academic and economic choices. JA programs are delivered by corporate and community volunteers and provide relevant, hands-on experiences that give students from kindergarten through high school knowledge and skills in financial literacy, work readiness, and entrepreneurship. Today, JA reaches 4.8 million students per year in more than 100 markets across the United States, with an additional 5.6 million students served by operations in over 100 other countries worldwide. Visit www.ja.org for more information.

Junior Achievement teaches students in grades K-12 how to manage money, prepare for a career, and open and run a business. JA empowers students to make a connection between what they learn in school and how it can be applied in the real world, thereby enhancing the relevance of their classroom learning and increasing their understanding of the value of staying in school. JA’s relevant, experiential programs are offered at little or no cost to schools and align with national and local curriculum standards. Each year, JA partners with more than 10,000 volunteers, mostly business professionals, who serve as role models to help students envision a successful future. With support from the community, Junior Achievement is cultivating a generation of fiscally responsible, innovative thinking, and workforce ready young adults who are prepared to enter the real world with the skills and confidence needed to succeed.

Junior Achievement of the Upper Midwest (JAUM), a regional chapter of JA, serves students throughout Minnesota, North Dakota, and western Wisconsin. In 2019, JA celebrated 100 years as a national organization and 70 years in the Upper Midwest.
JA uses independent, third-party evaluators to gauge the impact of its programs. Findings show that JA has a positive impact:

- JA students are significantly more likely to aspire toward college and are more likely to hold higher career aspirations.
- JA students are more likely to enter college immediately after high school.
- The more JA programs students participated in (elementary and secondary), the more likely they were to participate in entrepreneurial activities after graduating high school.

**Programs**

Junior Achievement programs equip students with the skills needed to succeed in school and in life. JA equips students in grades K-12 with the skills needed to be financially responsible, workforce ready, and entrepreneurial thinkers.

Junior Achievement’s Capstone programs – JA BizTown, JA Finance Park, JA Company Program – take classroom-based economic curriculum and apply it in a simulated, hands-on environment. These experiential programs bring learning to life by taking students out of the classroom and into the “real world,” giving students a unique hands-on learning opportunity that will equip them with the skills needed to take control of their future success.

**JA BizTown**

At JA BizTown, 4th through 6th grade students become employees, business leaders, consumers, and citizens during this fully interactive free market simulation. Educators utilize JA curriculum to prepare students for the simulation through a series of classroom lessons. By working in one of 18 different JA BizTown enterprises, students learn what it takes to run a successful business, are introduced to different careers, manage personal and business finances, and work as a team.
JA Finance Park

JA Finance Park teaches middle and high school students about personal finance and career exploration. Several weeks of classroom instruction culminate in a day-long simulation where students are randomly assigned family and income scenarios, calculate net monthly income, and make life decisions on housing, transportation, health care, and other expenses. Through career exploration, students also learn how education impacts career opportunities and potential earning income.

JA Company Program

JA Company Program unlocks the innate ability in high school students (grades 9-12) to fill a need or solve a problem in their community by launching a business venture and unleashing their entrepreneurial spirit. Students put theory into practice by creating, marketing and operating their own company, from concept to business plan, financing, execution, and sales. Through teamwork, students learn to understand and appreciate the responsibilities each person has in running a business.

JA Pathways

Junior Achievement Pathways is an innovative approach to learning that infuses the best of youth development with established K-12 education models. Through a continuum of engaging learning experiences, students develop the skills needed to be financially responsible, workforce ready, and entrepreneurially minded, thereby guiding them on the path to a successful future.

JA Introductory Programs (K-5)

JA Elementary School Programs include seven sequential themes for kindergarten through fifth-grade students. Students learn the basic concepts of business and economics and how education is relevant to the workplace. The activities build on studies from each preceding grade and prepare students for secondary school and lifelong learning. Each program involves five lessons of approximately 45 minutes each.
JA Financial Literacy Pathway
Financial literacy education ensures that students graduate from high school with needed skills and a clear understanding of how to build financial sustainability.

JA Work & Career Readiness Pathway
Work/career readiness education introduces students to careers and equips them with the skills needed to be productive members of the workforce.

JA Entrepreneurship Pathway
Entrepreneurship education ensures that students graduate from high school with an entrepreneurial mindset so that we can cultivate a pipeline of entrepreneurs to strengthen our economy and workforce.
The Role

JAUM is currently seeking a dynamic and visionary leader to guide the organization through its next phase. Working with the Board of Directors, the President/CEO provides vision and leadership for the organization, guiding the organization toward new and innovative partnerships resulting in stronger communities.

Reporting to the Board of Directors, the President/CEO will be responsible for achieving the strategic objectives. The President/CEO will assume responsibility for all aspects of the organization’s operations, including strategic planning, fundraising, staff development, program implementation, financial management, and marketing.

The successful candidate will be a dynamic, experienced, and inspirational leader and communicator with a demonstrated record of success in a similar role. This person will share the board’s passion for the organization, its mission, and its potential.

Reporting Relationships

The President/CEO will report to the Junior Achievement of the Upper Midwest Board of Directors and have direct oversight of approximately 65 staff members. The President/CEO currently has the following direct reports:

- Senior Vice President of Development
- Senior Vice President of Operations
- Chief Financial Officer
- Marketing & Communications Director
- Executive Assistant & Office Manager

Key Accountabilities

The President/CEO of JAUM is responsible for strategic leadership of both internal and external stakeholders. Specific responsibilities include the following:

Strategic Leadership:

- Provide strategic leadership and framework to develop/implement goals and objectives to best meet the needs of JAUM.
- In cooperation with the board, develop a compelling vision and strategic plan to guide JAUM; articulate a shared purpose and clear direction to inspire, unify, and motivate all stakeholders.
- Ensure achievement of the objectives set forth in the plan; allocate people and resources appropriately; identify, assess, and advise the board of internal and external challenges and opportunities bearing on implementation.
- Create a positive, can-do, forward-looking, growth-oriented organizational culture characterized by commitment to the clients JAUM serves; lead by example, demand excellence in execution, and focus relentlessly on results.
- Engage and empower others both within and outside the organization to take responsibility for achieving results; create a climate of initiative and accountability.
Fundraising and Revenue Development:

- Collaboratively promote a comprehensive fundraising strategy that will enable the continued sustainability of the organization to meet the needs of the community and respond to new challenges and opportunities.
- Secure the funding anticipated by the financial plan and budget. Identify prospective sources of funding; conceive and implement effective fundraising campaigns.
- Actively recruit a diverse donor base of individual, business, foundation, and government segments. Cultivate positive long-term relationships with prospective donors.

Outreach and External Relations:

- Act as the voice and the face of JAUM, passionately speaking on behalf the vision, mission and goals.
- Responsible for identifying, developing and maintaining strong partnerships with the corporations, school systems, policy makers and public and private sector funders.
- Effectively represent JAUM to all stakeholders and constituencies, both individual and organizational.
- Foster robust parent, teacher, volunteer, and community engagement that supports program implementation and student success.
- Attract interest and raise visibility by creatively marketing the activities of JAUM, its programs and goals.

Team Leadership:

- Develop, coach and mentor senior leaders, staff and volunteers.
- Maintain a positive, collaborative, and supportive work environment where the most suitable talent will want to come and remain,
- Determine optimal staffing for successful organizational management and program delivery; retain or recruit personnel with the aptitudes, interests, and personal characteristics needed.
- Foster open and respectful communication; listen and respond appropriately to staff; effectively delegate or include others in decision making and problem solving; clearly communicate decisions and rationale to all affected.

Administration and Program Development:

- Assure that the organization has short and long-range strategies that achieve its mission and strategic outcomes with consistent and timely progress.
- Supervise the planning, implementation, and evaluations of JAUM’s programs and services to ensure that they achieve the intended results.
- Develop and implement an operational plan to achieve the goals and objectives set forth in the strategic plan; drive an ongoing planning process with relevant stakeholders that results in regularly updated goals, systems, and tactics.
• Responsible for overall volunteer engagement, leveraging the efforts on behalf of JAUM.
• Ensure that processes are in place to collect the data necessary to measure and assess program performance and to support planning for ongoing improvement; emphasize student achievement as the ultimate objective.
• Ensure that JAUM operates in compliance with the Junior Achievement Operating Agreement and all applicable requirements of federal, state, and local law.

**Budget and Finance:**

• Ensure the fiscal vitality and long-term viability of the organization through monitoring of budgets, grants, expenses and capital assets.
• Develop and implement a plan to ensure the financial stability necessary to support JAUM’s strategic objectives and to sustain and expand its operations and programs.
• Provide to the board accurate and timely financial reporting and analysis.

**Board Management:**

• Work with the board to develop policy and ensure proper governance of JAUM; advise the board on all aspects of JAUM’s activities; conduct official correspondence on behalf of or jointly with the board.
• Work with the board chair to recruit, orient, and encourage engagement of board members and to effectively manage board meetings; help cultivate board competencies that strengthen the commitment of its members to JAUM.

**The Ideal Candidate**

The ideal candidate for the next President/CEO of JAUM will be an experienced and visionary leader who brings an inspirational storytelling ability. The successful candidate will be a proven leader with an innovative, entrepreneurial spirit, exemplary business and/or nonprofit management skills, and a strong commitment to continuing to create strong community partnerships and raising the visibility of the impact of JAUM.

A focus on relationship building to enhance fundraising, community relations, external partnerships, and board development is a critical component of this challenging role.

This new leader will be experienced at leading complex teams, creating organizational culture, and supporting collaborative team engagement and innovation.

**Minimum Requirements:**

• Bachelor’s degree required; advanced degree preferred.
• A minimum of 10 years of management experience including nonprofit, for profit, or public sector leadership experience.
Preferred experience and skills include:

- A proven track record of success as a leader—leading, building, and growing a diverse, cohesive organization through a collaborative leadership style.
- Experience with and/or familiarity with implementing fundraising and resource development strategies.
- Strong cultural competence; experience building equity, inclusion, and engagement across an organization. Proven experience acting as the voice and face of a regional organization.
- Experience working with a board of directors; ability to cultivate board relationships.
- Strong marketing, public relations, and fundraising experience; ability to engage a wide range of stakeholders and partners.
- Organizational leadership skills/experience in coaching and developing staff and building engaged and high performing teams.
- Demonstrated financial management and budgeting abilities.

For more information or to send your credentials, please email JAUM@cohenTaylor.com

All inquiries will remain confidential.

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities: The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor’s legal duty to furnish information.