



ORGANIZATION OVERVIEW

Since its founding, United Way of the Brazos Valley has mobilized communities to action so all in the Brazos Valley can thrive. As we enter our 73rd year of service, we are seeking a visionary leader to guide the organization into its next chapter.

United Way of the Brazos Valley strengthens our community by identifying critical local challenges, engaging community members to develop strategic solutions, and mobilizing resources to drive meaningful change. We invest in the community through Community Impact Grants to local nonprofit organizations and through signature Investment Initiatives, including 2-1-1 Texas, Early Literacy Program, and Ride2Health.

Each year, the work of United Way and our community partners positively impacts more than 60,000 lives across the Brazos Valley.

POSITION SUMMARY

The President & CEO of United Way of the Brazos Valley (UWBV) is the leader of the organization and will report to and work collaboratively with the Board of Directors in establishing a vision for generating revenue, community impact and outreach achieved through the efforts of a diverse team of high-performing employees and volunteers across a seven-county region. The President & CEO serves as a leader and spokesperson, ensuring that UWBV's fiscal, operations, human resources, fundraising, community partner relations, marketing, and programmatic strategies are effectively implemented across the organization. The President & CEO leverages the power of relationships and networks and works across non-profit, private, public, and corporate sectors to mobilize communities to action.

RESPONSIBILITIES

Resource Development

The President & CEO is a key fundraiser with oversight responsibility for workplace campaigns, major donors, fundraising events, and all other resource development activities through:

- Identifying, cultivating, and soliciting prospective donors and key leaders of prospective new corporate partners;
- Establishing relationships with the potential for fundraising opportunities;
- Promoting a culture of fundraising in the organization, both at the staff and board level.

Strategic Leadership

The President & CEO serves as the principal resource to the Board of Directors and its key committees and provides strategic direction and visionary leadership by:

- Partnering with the Board of Directors and the UWBV leadership team to craft organizational goals and develop strategies to ensure they are achieved;
- Serving as a spokesperson and advocate who acts as the steward of the United Way brand;
- Ensuring coordination and alignment of all UWBV activities to strategic direction in the areas of community impact, resource development, and human resources.

Community Impact

The President & CEO is responsible for the overall impact of UWBV with emphasis on increasing its capacity to drive the impact agenda through:

- Working closely with the Board to craft and adopt appropriate strategies to achieve the desired outcomes, including raising the funds to support programs and grants;
- Establishing and building relationships with leaders in the community, including those representing the highest levels in business, education, government, and non-profit sectors;
- Working with community leaders to ensure community connections and relevance across the seven-county region.

Organizational Management

The President & CEO is accountable for building and leading high-performing teams, ensuring all teams are aligned and collaborating to achieve organizational results through:

- Maintaining accountability for the operational and fiscal integrity of the organization;
- Assessing organizational capacity to implement strategies and identifying gaps in systems and staff;
- Managing human resources through appropriate employee development and performance management strategies;
- Developing and managing the organization's budget, tracking resource development, and ensuring fiscal responsibility.

REQUIRED QUALIFICATIONS

- Bachelor's degree in business, social sciences, non-profit organizations, or related field.
- Proven track record of success or quantifiable change while leading and managing in the non-profit sector, or organization of comparable size and mission, through the following:
 - Attracting, motivating, developing and retaining staff and volunteers;
 - Fundraising and resource development, including cultivating and maintaining positive donor relationships;
 - Developing and managing the organization's budgets and managing organizational finances, particularly with the non-profit sector;
 - Developing and implementing organizational strategy;
 - Analyzing and interpreting relevant metrics;
 - Strong communication skills, both written and verbal, specifically public speaking and serving as a media spokesperson;
 - Understanding individual community interests and regional issues and dealing with the concerns of multiple constituents;
 - Building collaboration with the community-at-large.
- Knowledge of nonprofit administration.
- Substantial experience using Microsoft Excel for budgeting and/or financial management activities.
- Willingness and ability to travel extensively in the Brazos Valley.

PREFERRED QUALIFICATIONS

- Master's degree in business, social sciences, non-profit organizations, or related field.
- Experience working with United Way in some capacity.
- Experience in an executive-level leadership position in a non-profit organization.
- Proven leader with a strong network in the Brazos Valley.



United Way of the Brazos Valley - President & Chief Executive Officer

LOCATION

The President & CEO position and UWBV are based in Bryan, Texas and serve the seven counties of the Brazos Valley: Brazos, Burleson, Grimes, Leon, Madison, Robertson, and Washington.

SALARY AND BENEFITS

\$85,000 - \$110,000 per year commensurate with experience

This position is eligible for benefits that include:

- Medical, dental, and vision insurance
- Life insurance up to a maximum of \$75,000
- Long term disability
- Vacation and Sick Leave
- Up to 3% match on IRA after 1 year of employment

TO APPLY

Candidates are invited to submit a cover letter and resume to uwbvexecutivecommittee@gmail.com

Review of applications will begin June 20, 2025.

United Way of the Brazos Valley provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.