

## Position Profile: Executive Director

### The Opportunity

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The next Executive Director for Leadership Columbus will join an organization central to our city's growth and prosperity. Leaders are the beating heart of a successful city: they steer businesses, guide nonprofits, craft legislation, and energize cultural life. The incoming Executive Director, in overseeing the premier leadership development organization in Columbus, will shape our city's future.

Further, the incoming Executive Director can build upon the strong reputation of an organization that has earned a community's trust over 46 years of reliable results and 200 successful community projects. During that time, 2,900 individuals have graduated from the Leadership Columbus training program. These alumni—who have assumed leadership roles in government, industry, philanthropy, healthcare, and more—are a powerful network the Executive Director can tap into and unite.

Most importantly, the new leader will have the flexibility to write the next chapter of the organization's history. Columbus is growing. Needs and interests are changing. The incoming executive can imagine a Leadership Columbus poised to meet the demands of a new generation. They can transform Leadership Columbus from a respected city asset to a national exemplar of leadership development.

With an array of tools at their disposal—a strong brand, a history of impact, an expansive network—the individual who takes on this role can influence an entire city's future. By developing leaders that reflect the community they serve, the Executive Director can promote equity and inclusion in all fields. For those who believe in the promise and potential of Columbus, there is no greater opportunity.

### Leadership Columbus Board

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Leadership Columbus is led by a dedicated and passionate board, most of whom are themselves Leadership Columbus graduates. The board includes the following individuals representing companies and organizations across the corporate, nonprofit, and service sectors in Columbus.

Laurie Aquilina, Board Chair <i>Aquilina Enterprises, LLC</i>	Kurt Olson <i>Ohio Heath</i>
Brian Krichbaum, Board Treasurer <i>Washington Prime Group</i>	Jennifer Peterson <i>Steiner + Associates</i>
Edward Pauline, Board Vice Chair <i>The Ohio State University</i>	Kelly Clifford Riehl <i>Installed Building Products</i>
Angela Mingo, Board Secretary <i>Nationwide Children's Hospital</i>	Tyler Schleich <i>Ernst &amp; Young LLP</i>
Elizabeth Boyuk <i>Fifth Third Bank</i>	Erin Shannon <i>White Castle System, Inc.</i>
Jonathan Moody <i>Moody Nolan</i>	Andrew Taranto <i>DHL Supply Chain</i>

## The Position

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### ***The new Executive Director will:***

- be a transformational leader with the *vision and passion* to develop Leadership Columbus into the premier community leadership organization in central Ohio and the nation;
- have a deep understanding of *leadership development science and practices* and the role that strong leaders play in a growing and thriving community; and
- establish *collaborative initiatives* with the corporate community, nonprofit leaders, civic and government leaders, academic leaders, funders, and key community stakeholders.

### **Key Position Functions**

- **Vision and Strategy** – Works in collaboration with the board and community leaders to develop, promote, and implement a strategy to achieve Leadership Columbus' vision. Leads the development of a strategic plan and the operating plan to meet the organization's strategic objectives. Ensures alignment of activities and plans with overall strategy and with a lens that includes diversity, equity, and inclusion (DEI). Ensures leadership development is consistent in voice and intention with the Columbus Way (i.e., partnerships across sectors, industries, corporations and agencies working alongside one another, tackling a common goal).
- **Products and Services** – Evaluates, develops, and expands products, services, and programs to be the premier community leadership development program in central Ohio. Benchmarks community leadership programs and develops innovative and creative programs and services. Provides leadership development opportunities to ensure that central Ohio is a recognized leader in the field. Ensures that diverse interests are represented and included in all of the programs, products, and services.
- **Community Relations and Advocacy** – Develops and maintains strong relationships with funders, donors, community partners, and key stakeholders, as well as civic, corporate, government and political leaders. Advocates for leadership development and the role that leadership has in a dynamic, smart, and open community. Ensures diversity, equity, and inclusion efforts are at the core of Leadership Columbus' work.
- **Leadership, Change Management, and Continuous Improvement** – Provides strong leadership to staff, volunteers, and the board. Manages the organization and operations with a focus on continuous improvement. Advances board development and ensures the organization maintains strong governance standards and practices.
- **Revenue Development and Marketing** – Leads fundraising and revenue development initiatives to ensure Leadership Columbus has resources to meet the community's requirements and thrive. Supports and leads marketing and promotion efforts to position Leadership Columbus as the foremost leadership development organization in central Ohio.

## The Position Qualifications

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Qualified applicants will have the following expertise, competencies, and experience.

### ***Technical Expertise and Knowledge***

- Leadership Development
- Board Governance and Nonprofit Management
- Marketing
- Fund Development

### ***Competencies and Attributes for success in this position:***

- Ensures Accountability
- Collaborates
- Creativity and Innovation
- Communicates Effectively
- Decision Quality
- Develops Talent
- Values Differences
- Financial Acumen
- Interpersonal Savvy
- Builds Networks
- Plans and Aligns (organization, volunteers, and the board)
- Resilience
- Drives Results
- Self-development
- Balances Stakeholders
- Builds Effective Teams
- Persuades
- Visionary and Resourceful

### ***Qualification Requirements***

#### Required

- Bachelor's degree in leadership development or a related field or equivalent knowledge and experience.
- Experience developing and delivering leadership programs, leading organizational development and change, and managing a team.

#### Desired

- Master's degree in a related field with a focus on organizational development and leadership development.
- Experience with community-based leadership development programs.
- Experience with volunteer leadership, board governance, and nonprofit leadership.
- Fundraising experience.
- Experience with change management, strategy development, and new product/service development and delivery.
- Experience with DEI initiatives.

## Application Process

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Benefactor Group is pleased to be assisting Leadership Columbus with this search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

**Benefactor Group Recruitment Team**

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

To learn more about Leadership Columbus, go to <http://www.leadershipcolumbus.org/>

## About Columbus

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[Columbus](#) has it all: the vibrancy of a major city, the affordability of a mid-sized one, and the values of the Midwest. The city is peppered with captivating art, music, food, and culture. And, thanks to a growing array of businesses and strong higher education institutions, including The Ohio State University, it's home to a bustling and energetic workforce.

### ***Bustling City—with an Affordable Cost of Living***

Ohio's capital city was recently awarded the top spot on the Forbes list of [Best Cities for Mid-Career Professionals](#). It's the country's first "Smart City," and ranks at the top of the list for attracting technology talent. It's one of the fastest-growing cities, with a population increase of nearly 11% in the past eight years (and job growth of 14% in roughly the same period). All this—with a cost of living 10% lower than the national average.

### ***Arts, Culture, and Cuisine Hubs***

Ohio's largest city, named one of the ["30 Most Fun Places to Live in the U.S."](#), brims with creative talent and cultural hotspots. Explore the best that Columbus has to offer by...

- Touring the [Columbus Museum of Art](#). (Or the Pizzuti Collections, called "one of the top art collections in the world." Or the Wexner Center for the Arts, annual Columbus Arts Festival, brand-new 32,000-sq.-ft. immersive "Otherworld" exhibit, and more.)
- Paying a visit to Columbus' multitude of performing arts spaces: from Shadowbox Live!, to the Columbus Symphony, to four other large theatres, and more.
- Spending a day at the 36,000-sq.-ft. LEGOLAND Discovery Center, top-rated science center COSI, [Columbus Zoo and Aquarium](#), the nation's most highly rated public library system, American Museum of Natural History Dinosaur Gallery, or recently opened National Veterans Memorial and Museum.
- Celebrating [fashion in Columbus](#); the city comes in right after New York and Los Angeles as the biggest fashion design city in the nation.

Ranked as one of WalletHub's "Best Foodie Cities in America," Columbus offers everything from classic diner fare to fine dining to offbeat cafes. The city is notably home to restaurateur Cameron Mitchell and Jeni Britton Bauer of Jeni's Splendid Ice Creams.

### ***Nature Oases***

Less than 30 miles from five state parks, Columbus provides proximity to natural beauty.

Other notable green spaces include Schiller Park in German Village, the Park of Roses in Clintonville, the [Franklin Park Conservatory](#), and the [Scioto Mile](#) downtown.

### ***Unparalleled Educational Opportunities***

In addition to The Ohio State University, one of the nation's best public universities, central Ohio is home to institutions such as Columbus College of Art & Design, Capital University, Otterbein University, Ohio Dominican University, Ohio Wesleyan University, Denison University, Ashland University, Pontifical College Josephinum, Trinity Lutheran Seminary, the Methodist Theological School, and Columbus State Community College.

### ***Diverse Neighborhoods***

With a variety of housing stock, the metropolitan region has established and growing suburbs, kid-friendly activities, and great options for primary and secondary education.