

The Success Profile applies to a job or a group of jobs. It describes what it takes to be successful. No person-specific data is displayed here.

Vision, Mission, Challenges, and Strategy

- The Boys & Girls Club Movement has a Mission to enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.
- Our Vision is to provide a world-class Club Experience that assures success is within reach of every young person who enters our doors with all members on track to graduate from high school with a plan for the future, demonstrating good character and citizenship, and living a healthy lifestyle.
- Our Great Futures 2025 Purpose is to inspire and empower Club youth to achieve success, and champion opportunities for all young people in America.
- Key challenges for a CEO include risk management, driving engagement with the Board and employees, community relations, and managing shifting priorities.
- Strategic goals are to use innovative ways to grow membership, identify key strategic community partnerships, advance a position of advocacy, philanthropy, and build awareness of the Movement.

Objectives and Key Responsibilities

- Build the capacity of existing staff and raise the level of expertise of those we bring into the organization.
- Ensure program quality and consistency.
- Leverage data for effective decision making.
- Enhance fundraising models and capability.
- Partner with Board to foster Organization/Club growth.

Experience Requirements

- Board management/engagement
- Business and financial management
- Leadership
- Data analytics
- Fundraising/Sales
- Organization turn-around/failure-correction

Competencies

Thought Leadership

- Business Insight
- Cultivates Innovation
- Decision Quality
- Financial Acumen
- Balances Stakeholders
- Strategic Mindset

Results Leadership

- Ensures Accountability
- Resourcefulness
- Drives Results
- Plans and Aligns

People Leadership

- Collaborates
- Communicates Effectively
- Develops Talent
- Builds Networks
- Builds Effective Teams
- Drives Vision and Purpose

Self Leadership

- Manages Ambiguity
- Being Resilient
- Instills Trust

Stallers and Stoppers

- Poor Administrator
- Lack of Ethics and Values
- Failure to Build a Team
- Non-Strategic
- Political Misteps