



## **Executive Director Search Waldo Community Action Partners**

The Board of Directors of Waldo Community Action Partners (WCAP) is launching a search for a confident and proven leader to join a dedicated Board and a highly experienced staff as the organization's next Executive Director.

### **Background and Overview:**

Founded in 1965, WCAP's mission is: "Building strong families and communities by empowering people to achieve economic independence and self-reliance."

The staff, Board, and volunteers of WCAP pursue that mission by providing leadership and advocacy in the community, fostering collaboration to address community challenges, and by offering programs designed to overcome obstacles that prevent families from thriving.

WCAP provides programs and services to support community members as they strive to lead meaningful and productive lives. We have strong commitments to transportation services, housing repair and energy services, family services such as Head Start/child nutrition, and community services that are carried-out in partnership with other community groups.

The agency has an FY18 budget of \$11.6 million and employs 150 people, making it one of the largest employers in Waldo County. It has a board of 21 members, an active volunteer committee structure, and multiple community and state partnerships. Each year WCAP serves more than 5,000 clients in Waldo County and across the broad region served by our transportation network.

Additional information about WCAP can be found at [www.waldocap.org](http://www.waldocap.org).

### **Priorities for the future**

To support achievement of WCAP's vision for the future, the WCAP Board of Directors has identified the following organizational priorities to guide our next Executive Director:

- Position WCAP to play a visible leadership role, and be a collaborative partner, as we work with our clients and community to achieve our shared vision for the future.
- Ensure we are actively engaging and empowering the recipients of our services to achieve their goals.
- Build and foster relationships to leverage resources and expand services.
- Join with the Board and staff to proactively pursue our strategic priorities.

- Advance message and communications strategies that help the community, funders, and key stakeholders to appreciate the full breadth of our offerings and the impact of our work.
- Continue work underway to ensure that essential physical, technological, and human resources are in place to support achievement of our ambitious goals.
- Partner with the Board to advance efforts to appropriately and meaningfully engage volunteers in our work and to further strengthen governance practices.

## Position Requirements

To lead WCAP requires a comprehensive set of skills and abilities. We expect that the successful candidate will bring the following to WCAP:

- Passion for WCAP's mission, for community action, and for the people and communities we serve.
- Prior experience in a leadership role with a large and/or complex organization.
- A confident and optimistic leader who is skilled in organizational and financial analysis and in implementing strategies to ensure program and finance alignment.
- A skilled and compassionate communicator and relationship-builder who can demonstrate the ability to successfully engage with our clients, staff, and the community.
- A record of success in building teams and helping employees develop, advance and succeed.
- Readiness to advocate at the state and federal levels on behalf of WCAP and to play a leadership role in meeting and advancing our fundraising goals.
- The highest level of recommendations from references, collaborative partners, and peers.

## Compensation

Comprehensive benefits package and competitive salary commensurate with experience.

This position reports directly to the Board of Directors. The successful candidate can expect a formal review after six months as well as an annual review.

## To Apply

Interested candidates should submit a cover letter and résumé to Starboard Leadership Consulting at the following address [search4@starboardleadership.com](mailto:search4@starboardleadership.com). The cover letter and résumé should contain detailed information concerning work experience, past successes, leadership experience and qualifications. Please be prepared to provide contact information for professional references upon request.

Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Suite 4, Bangor, ME 04401, but **electronic submission of materials is preferred**. No phone inquiries, please. Review of applications will begin on May 4, 2018.