

THE QUALIFIED CANDIDATE

YWCA Southeast Wisconsin seeks an authentic, mission-driven executive with strong relationship building, management and leadership skills. The successful candidate will value the diversity of all people within the organization and the communities it serves. Familiarity with the types of programs and services offered by the YWCA is essential, including racial justice, economic empowerment and gender inequality issues. Knowledge of the Milwaukee community and philanthropic marketplace will be helpful, as the CEO serves as the primary spokesperson for the YWCA in interactions with donors, partners, and other Milwaukee institutions and community leaders.

QUALIFICATIONS INCLUDE:

- Passion for YWCA SEW and its mission to eliminate racism and empower women, augmented by demonstrated experience in the areas of racial justice, economic empowerment and gender equality.
- A minimum of 5 to 8 years of successful experience with considerable knowledge of the nonprofit sector.
- Track record in financial management, stewardship and developing strategies to successfully increase revenue.
- Proven success in building strong and productive work teams with a focus on mentoring and nurturing staff development.
- Demonstrated ability to operate a complex organization, combining the functions of a national and international women's membership movement and a women's community service agency.
- Career track record that shows stability with an organization and capacity to develop and nurture relationships culminating in overall success.
- Experience with accountability systems and reporting to government agencies, United Way and other philanthropic funders.
- Business and financial acumen verified through past contributions to the programmatic and fiscal stability of nonprofit organizations.
- Strong analytic and strategic-thinking skills, with a demonstrated ability to manage ambiguity while creating, implementing and monitoring complex plans and then translating those plans into goals and concrete strategies to achieve effective mission delivery.
- Demonstrated ability to balance the needs of stakeholders, working successfully with board members and other volunteers as well as civic and business leaders in a collaborative and relationship-building capacity.
- Ability and willingness to step up to difficult issues, saying what needs to be said, and championing ideas and principles with candor and authenticity.
- Ability to work well under pressure, pivot often and respond to client/constituency crises.
- The skill to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists.
- Capacity to communicate, both orally and in writing, with tact, diplomacy and/or authority when necessary.
- Bachelor's degree required; advanced degree desired.

IN AND AROUND MILWAUKEE



Milwaukee, WI is a Great Lakes destination! Situated on the shore of Lake Michigan, Milwaukee has been referred to as a “great place on a great lake.” The city is home to exciting sports teams: NBA Bucks basketball, MLB Brewers baseball and AHL Admirals hockey, and to Summerfest: The World’s Largest Music Festival. The arts community is strong, with an outstanding symphony, ballet and a host of theater companies including the nationally known Milwaukee Repertory Theater. It is an easy city to navigate, especially in downtown with its recently inaugurated streetcar, The Hop. The City of Chicago is less than two hours from Milwaukee and conveniently accessible by Amtrak railroad. The airport with its many nonstop flights to cities like New York, Atlanta and Washington, DC is among the easiest to navigate in the region and attracts many people from Chicagoland trying to escape the hectic Midway and O’Hare locations. And as if that weren’t enough, Milwaukee is home to the University of Wisconsin-Milwaukee, and Marquette University. For more information, be sure to visit www.discovermilwaukee.com or www.visitmilwaukee.org.

The city’s predominant ethnic groups are African Americans and Latinos who comprise 57.3% of the City’s population according to the 2010 Census (updated in 2016). Among those groups, there are high percentages of poverty and unemployment. Black and Latino males are incarcerated at higher rates than their white counterparts. Black women are evicted from housing at a higher rate than any other group. Infant mortality among people of color is comparable to that of developing nations. While the city has its challenges, it is not unique* — but there is hope that change is possible.

More and more city leaders have engaged in conversations to learn about the root causes of some of the more intractable challenges and are working to engage in problem solving. Grassroots organizations are stepping up to offer place-based solutions. Entrepreneurs are working to revive blighted neighborhoods and employ locals to do the work. The Milwaukee Area Technical College, with the help of local philanthropy launched the MATC Promise, an initiative to provide free tuition for eligible high school and adult students. All of this work and more will help to secure a brighter future for the City and its citizens.

**In the city of Racine, also served by YWCA Southeast Wisconsin, African Americans and Latinos comprise 44.7% of the population. This segment of the population shares many of the same challenges outlined above.*