

ABC2 – A Better Chance A Better Community  
**Chief Empowerment Officer**

<https://abc-2.net/>



*A Better Chance A Better Community (ABC2) seeks a seasoned, mission-focused, and process-minded professional with experience executing on vision and strategy, financial oversight, and organizational management to become our second Chief Empowerment Officer.*

*This is an outstanding opportunity for a highly motivated professional with a respected track record that is passionate about youth empowerment.*

**Organization**

A Better Chance A Better Community (ABC2) connects rural communities with resources to activate youth power and advocate for realistic solutions and healthier lifestyles. Most of our work is regionally focused in northeastern NC with our homebase in Halifax County, but we have programs that are statewide.

Our strategies include

1. *fostering grassroots organizing strategies* for civic engagement, health equity, environmental justice, and economic vitality.
2. *encouraging community development* through community service learning, financial literacy, developing/maintaining a Community Garden, and strengthening access to recreation and food in rural communities.
3. *providing one-stop services* through our Let's Move and other nonprofits and initiatives to provide all available programs and resources in a one-stop location.

The organization is transitioning from a small nonprofit into a more robust organization that can play a larger leadership role in youth empowerment not only statewide, but around the world.

**About the Position**

The Chief Empowerment Officer (CEO) for ABC2 is the key management leader of the organization. The CEO is responsible for overseeing the administration, staffing, programs, and strategic plan of the organization. Other key duties include fundraising, marketing, and community outreach. The position reports directly to the Board of Directors.

The CEO will maintain the highest professional standards, producing rigorous work products in a timely manner and earning the trust and confidence of everyone involved in the organization. The successful candidate will have a high degree of maturity and personal integrity, very strong interpersonal skills, and will be self-motivated and comfortable in an evolving, and growing organization.

## **Responsibilities**

Reporting to the Board of Directors of ABC2, the CEO will have overall strategic and operational responsibility for ABC2 staff, programs, and execution of its mission.

### *1. Board Development and Support*

- a. Coordinate regular meetings and gatherings of the Board of Directors on an agreed-upon cadence.
- b. Ensure board operations are in alignment with the organization's articles of incorporation, approved board policies, and organizational values.
- c. Communicate effectively with the Board of Directors providing timely and accurate information necessary for the Board to function properly and make informed decisions.
- d. Ensure an annual meeting of the Board and an annual retreat.

### *2. Leadership and Administration*

- a. Lead and manage the ABC2 organization effectively and build its capacity.
- b. Create, maintain, and sustain consistent quality operations, finance, administration, fundraising, communications, marketing and technology systems.
- c. Ensure a strong and actively pursued organizational strategic plan and strategic management process in alignment with community and organizational priorities.
- d. Develop, adapt, and maintain an annual budget to be approved by the Board of Directors.
- e. Engage technological solutions where appropriate for organizational efficiency and effectiveness.

### *3. Fundraising and External Relations*

- a. Create an external relations plan annually that includes fund and network development goals for the organization to be approved by the Board of Directors.
- b. Sustain and enhance existing partnerships, maintain and establish relationships with the funders, political and community leaders.
- c. Ensure revenue generating and fundraising activities expand as appropriate to support existing program operations and expansion.
- d. Deepen and refine all aspects of communications—from web presence to external relations with the goal of creating a stronger brand.
- e. Ensure effective marketing, public relations, and community impact positioning for ABC2 consistent with budget restraints.

### *4. Program Development and Direction toward Community Betterment*

- a. Serve as a public advocate, aware of and involved with county/region-wide and community issues relevant to ABC2's mission.
- b. Ensure ongoing programmatic excellence, appropriate resourcing, and rigorous program evaluation.
- c. Actively engage and energize ABC2 volunteers, board members, partnering organizations, and funders.

- d. Recruiting, managing, coaching, developing, training, and retaining staff and volunteers.
- e. Setting performance standards, metrics, and accountability.
- f. Ensure effective systems to track progress, and regularly evaluate program components, so as to measure successes that can be effectively communicated to the board, funders, sponsors, donors, and other constituents.

### **Qualifications**

All candidates should have proven leadership and relationship management experience along with:

1. Bachelor's Degree or extensive experience required.
2. Relevant coursework and/or experience in management, public administration, education administration, or a related field.
3. Five or more years of operational and financial management experience in a for-profit or nonprofit business.

The ideal candidate will have:

4. strong entrepreneurial leadership and management skills;
5. proven fundraising capability;
6. well-honed networking and representational skills;
7. strong strategic decision-making;
8. strong fiscal management experience;
9. exposure to, or experience in youth empowerment;
10. a passion to strengthen community voice;
11. They will bring vision, creativity, and positive energy to the role.

Concrete demonstrable experience and other qualifications include:

1. Enthusiasm for ABC2's mission and an unwavering commitment to making ABC2 a high-performing nonprofit organization.
2. Track record of effectively building and leading a non-profit or other organization; ability to point to specific examples of having developed and orchestrated strategies that have taken an organization to the next stage of growth
3. Excellence in organizational management with the ability to coach, manage, and develop teams, set and achieve strategic objectives, and manage a budget
4. Past success working with a board of directors with the ability to cultivate existing board member relationships
5. Proven track record with fundraising and capital campaigns and the ability to engage a wide range of stakeholders
6. Experience in organizational visioning and creative planning preferred
7. Strong written and verbal communication skills; excellent computer skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
8. Experience with action-oriented, entrepreneurial, adaptable, successful, and innovative business planning

9. Ability to work effectively in collaboration with diverse groups of people and balance strong working relationships between public and private partnerships
10. Passion, idealism, integrity, positive attitude, mission-driven, and self-directed
11. Knowledge of NC – its geography, politics, and people—is desirable
12. Understands and promotes the value of the active living and healthy eating and the impact on the health and wellness of the greater community
13. Self-starter who takes initiative, using sound, independent judgment and discretion and seeks guidance and feedback where appropriate – a doer as well as a manager.
14. Strong analytical and problem-solving skills; highly organized with concern for detail and a commitment to rigor.
15. Demonstrated experience with scaling up organizational infrastructure.
16. Experience with creating and leading a diverse and energetic staff, including an ability to motivate individuals and foster team spirit.
17. Knowledge of human resources and experience setting individual and team performance goals and evaluating their execution.
18. Knowledge of risk-management and the ability to develop effective risk-management strategies.
19. Familiarity with state-of-the-art organizational development tools.
20. Strong time management skills and the ability to manage multiple projects simultaneously.
21. Professionalism, empathy, and the ability to work as part of a team, maintain a sense of humor, and interact with a diverse array of people from all walks of life

### **Compensation**

The salary range for this position is \$55,000 - \$60,000. Benefits include an \$6,000 stipend for health and other wellness expenditures.

A Better Chance A Better Community is proud to be an equal opportunity employer, and as an organization committed to diversity and equity, it is our policy to provide an equal employment opportunity to all individuals without regard to age, color, race, religion, national origin, disability, military/veteran status, sex, gender, gender expression, sexual orientation, or status in any other group, protected by federal or local law or for any other reason. We encourage applications from people of color, women, the LGBTQ+ community, and members of underrepresented groups to effectively achieve our mission. Reasonable accommodations are available on request.

To apply, send a cover letter, a resume, 3 references, a writing sample (within the past 3 years) and salary requirements to [abc2nc2org@gmail.com](mailto:abc2nc2org@gmail.com)