



Opportunity Profile

Executive Search for:
Chief Executive Officer





ABOUT MAKE-A-WISH

"A wish experience can be a game-changer for a child with critical illness."

For children diagnosed with critical illnesses, a wish come true can be a crucial turning point in their lives. A wish can be the spark that helps these children believe that anything is possible and gives them the strength to fight harder against their illness. This impact is why Make-A-Wish Eastern North Carolina is driven to make every one of those wishes come true.

The inspiration and vision for Make-A-Wish began in Phoenix Arizona in 1980 when a community came together for Christopher James Greicius, a 7-year-old boy battling leukemia, whose wish was to be a police officer. Receiving a custom-tailored uniform, a motorcycle helmet, and his very own battery-operated motorbike, the magic of that one wish created a movement. Today, Make-A-Wish has granted hundreds of thousands of life-changing wishes to children with critical illnesses across the U.S. and its territories.

Make-A-Wish Eastern North Carolina carries out its impactful work with a dedicated staff of fourteen. The Chapter partners with community volunteers to deliver its programs and is governed by a volunteer Board of Directors. Annually, the chapter grants approximately 170 wishes across the region.



ABOUT THE OPPORTUNITY

The Eastern North Carolina chapter of Make-A-Wish, one of the nation's most recognized nonprofits, seeks a dynamic and inspiring Chief Executive Officer (CEO) to successfully guide the Chapter into the future. With a dedicated staff and a strong Board of Directors, the selected candidate will be well-positioned to make a significant mission impact. This is an ideal position for a highly relational, empathetic, and mission-driven leader with a track record of achievement and results. The individual in this role should feel excitement and pride in communicating and sharing the passion, hope, and joy that Make-A-Wish provides to Wish Kids and families to inspire action in our communities.

The relevant experience and skills to effectively carry out the key accountabilities of the position include Organizational Leadership, Strategic Vision & Execution, Fundraising & Development, Brand Advancement & Relationship Skills, Financial & Operational Oversight, Board Engagement and Effectiveness, and Mission Delivery and Non-Profit DNA.



KEY ACCOUNTABILITIES

Organizational Leadership

Develop and retain a passionate and talented team and ensure staff members achieve their goals in alignment with overall chapter performance metrics, grow personally and professionally, and report high levels of trust, cohesiveness, and engagement.

Strategic Vision & Execution

Ensure the creation and execution of a clear and actionable long-term and short-term strategy to make significant and measurable progress toward achieving the Chapter's vision while exploring new and innovative solutions to effectively serve the children and families waiting for wishes.

Fundraising & Development

Co-create the development strategy and structure, and actively fundraise to increase revenue through enhanced relationships with donors, corporate sponsors, funders, and community partners.



KEY ACCOUNTABILITIES

Brand Advancement & Relationship Skills

Increase brand awareness, engagement, and collaboration through effective messaging, intentional community outreach, relationship-building, partnership collaboration, and purposeful calls to action.

Financial & Operational Oversight

Ensure the organization has the proper oversight, internal controls, forecasting, and transparent reporting to maintain/improve the fiscal health of the Chapter.

Board Engagement & Effectiveness

Recruit, retain, and engage a diverse and effective Board of Directors, optimally leverage their strengths to advance the mission, and provide the tools and transparency necessary for effective governance of the organization.

Mission Delivery & Non-Profit DNA

(passion for the mission)

Inspire staff, volunteers, and donors by authentically embodying the mission and ethos of the organization.



KEY QUALIFICATIONS & ATTRIBUTES

The Board of Directors sees the ideal candidate for CEO matching as many of the following aspects as possible:

- Passion for, and commitment to, the Make-A-Wish mission
- Executive or management experience at a respected nonprofit or public institution, or significant nonprofit experience developed through voluntary service in the sector
 - *While previous nonprofit CEO experience is highly desirable, individuals with a strong record of performance are encouraged to apply*
- Fundamental understanding or experience in major gift cultivation, solicitation, and fundraising principles as they impact an organization
- Exceptional leadership and communication skills, including a proven track record in leading and growing organizations, especially during a time of change and transition
- Has worked closely and positively with governing/fundraising boards and effectively developed and strengthened those boards
- Is a consensus builder, team builder, and a coach when working with staff and volunteers
- Attracts and retains top talent and builds strong and enduring relationships



KEY QUALIFICATIONS & ATTRIBUTES

(Continued)

- Possesses working knowledge of the legal, fiscal, and regulatory environment in which a nonprofit operates
- Strong business and budget management skills
- Strategic thinker who can also plan and execute short-term objectives in pursuit of a long-term vision and create action plans that yield results
- Has personal ethics and integrity that reflect positively on the mission and the organization, is a passionate and convincing champion for the mission, and is involved and respected in the community
- Is able to work collegially within the federated model of Make-A-Wish America
- Committed to championing diversity, equity and inclusion, fostering an organization that is accessible and welcoming
- Bi-lingual in English/Spanish is a plus
- Relationships and knowledge of communities across the region is strongly preferred
- Bachelor's degree required, with an advanced degree preferred



APPLICATION & SELECTION PROCESS

Apply

- Interested candidates complete the online application found at:
[APPLY: Make-A-Wish Eastern North Carolina CEO Role](#)
- Upload your resume and cover letter.
- If you are interested in the position, please inquire as soon as possible.

Initial Screening

- A Sagency Search Consultant may schedule an initial 15-20 minute phone call with qualified applicants.

Sagency Interview

- A Sagency Search Consultant will schedule a 60-minute interview with specific candidates.

Online Assessment

- After this initial interview process with Sagency, qualified candidates may be asked to complete an online assessment.

Client Interviews

- First-round interviews with Make-A-Wish Eastern North Carolina search committee.