

EXECUTIVE RECRUITMENT FOR LOS ANGELES URBAN LEAGUE CHIEF EXECUTIVE OFFICER



Los Angeles
Urban League

*Empowering communities.
Changing lives.*



Mission of the Los Angeles Urban League

To help African Americans and others in underserved communities achieve their highest true social parity, economic self-reliance, power, and civil rights. The League promotes economic empowerment through education and job training, housing and community development, workforce development, entrepreneurship, education, health, and quality of life.



CONTINUING THE MOVEMENT

The Los Angeles Urban League (LAUL) is leading the journey that started in 1921 under LAUL's first leader Katherine Barr – to change social and economic conditions so that the underserved communities in Los Angeles can fully participate in American life.

To meet the needs of the diverse and growing communities throughout Los Angeles, the LAUL offers an array of programs with a focus on social advocacy, entrepreneurial enrichment, and workforce development.

Some of the marquee LAUL programs include but are not limited to:

- Construction Career Academy
- Backstage Careers
- Los Angeles Urban League's Urban Center for Entrepreneurship
- Black Wealth Attainment and Retention Program (BWAARP)



THE OPPORTUNITY

To become the President/Chief Executive Officer (CEO) of a 100+ year old legacy-based, premiere organization that has an established social justice footprint in Los Angeles and is poised today, more than ever, to lead, uplift, and create growth opportunities for individuals and the community at large.

LAUL's vision for the next decade is to create a thriving ecosystem of local Black businesses, homeownership, and jobs that will multiply Black wealth significantly by 2030. Over this time the LAUL programs will aim to increase Black business value (which on average earn one-half of the revenue of White companies) to match median business values in Los Angeles. Their job training and placement programs target an increase in the average worker's annual salary by \$30,000. New economic development programs focus on turning renters into homeowners and encouraging consistent investments to build wealth over time. LAUL will amplify their impact by building corporate and community partnerships and advocating before key political officials.





THE POSITION

The Chief Executive Officer serves as the chief leader and visionary of the organization. In this role, the CEO is accountable to the Board of Directors and holds the responsibility of representing the League's needs and interests at all levels. The CEO serves as the principal spokesperson and is tasked with developing, communicating, and inspiring action towards a compelling vision for the organization.

In addition to vision-setting, the CEO formulates both short- and long-term objectives, plans, and policies for the League. A disciplined approach to measuring and achieving organizational success is a key aspect of the CEO's role. This entails establishing strategic goals and implementing effective strategies to ensure the organization's progress and growth.

The CEO's duties extend beyond internal operations. Building and maintaining relationships with various stakeholders is crucial. This includes engaging with staff, board members, political figures, corporate entities, and other community and organizational leaders. By fostering these connections, the CEO promotes collaboration and establishes a strong network of support for the organization.

An effective CEO generates new ideas and takes a leading role in executing them to completion. They are innovative thinkers who encourage creativity and drive positive change within the League. Furthermore, the CEO plays a pivotal role in facilitating dialogue and advocating for inclusivity across various dimensions, such as race, gender, sexual orientation, and economic differences.





KEY AREAS OF RESPONSIBILITY

VISION

- Leads in creating a compelling vision, including soliciting input and support from key stakeholders and constituents.
- Communicates effectively and generates enthusiasm for that vision.
- Leads and provides oversight for activities associated with change.
- Empowers and engages others, through shared leadership activities, to manage stress associated with changing the vision.

STRATEGIC PLANNING

- Responsible for the development and implementation of the LAUL strategic plan.
- Monitors and tracks success of the strategic plan and proactively assesses and recommends adaptations needed to that plan.

FUNDRAISING

- Proactively develops and implements an effective fundraising strategy across multiple types of funding sources and actions.
- Articulates and shows fundraising success.

FISCAL ADMINISTRATION

- Conducts strategic financial planning and budget development.
- Provides complete, accurate and timely financial reports to board and funding sources.
- Implements systems of internal controls to safeguard agency funds; ensures fiscal accounting and reporting in accordance with standards of non-profit organizations and agencies.

HUMAN RESOURCES AND STAFF DEVELOPMENT

- Leads and supervises personnel, providing uplifting guidance and direction in a manner that embodies Urban League principles and attracts and retains the best talent.
- Exercises authority for the selection, training, corrective action, and compensation of staff within policy, budget and a culture of excellence and collegiality.

- Plans for personnel resources to meet the needs of the Los Angeles Urban League and ensures the maintenance of programs and services.

DRIVING RESULTS FOR THE COMMUNITY

- Keeps abreast of policy, legislation and current events affecting the African-American community and other disadvantaged groups.
- Participates in policy development and debate affecting constituents and stakeholders.
- Engages multiple stakeholders in the mission, goals, and objectives of the Urban League.
- Monitors and drives innovation and effectiveness of the Leagues' programs and services to ensure that constituent and stakeholder needs are being considered and met.

COMMUNICATIONS/PUBLIC RELATIONS

- Oversees the development and implementation of a modern public relations strategy designed to communicate and enhance the League's mission, image, programs, and advocacy.
- Liaisons with community groups and agencies; ensures activities are coordinated with appropriate groups which impact the community.

GENERAL

- Leads and directs the day-to-day operations of the LAUL.
- Implements, administers, and monitors policies and procedures, including those of the National Urban League.
- Demonstrates wisdom, tact, and diplomacy in managing internal and external politics.
- Evaluates programs and services administered by the LAUL.
- Attracts, develops and leverages a powerful board in support of the LAUL's mission, goals and values.
- Leverages technological and other best practices to secure results in all phases of the LAUL's activities.



IDEAL CANDIDATE

The ideal candidate will have a passion for and demonstrated commitment to the League's values and mission to achieve racial, social, and economic justice. The successful candidate will be a strong strategic thinker, a thoughtful leader and manager, a superior communicator, who embraces changes, walks with, and demands integrity. We are seeking a CEO who is highly accomplished in the non-profit or related environment, and embraces leading others in their vision for the LAUL and the community it serves.

The ideal candidate will have upwards of ten years of experience in business, non-profit or related management, personnel, talent and human resources management, strategic planning, fiscal management, program development and administration, experience working with a volunteer board or other demonstrated community leadership experience; management and supervisory experience.

All candidates must hold a bachelor's degree and preferably an advanced degree in nonprofit management, business administration, public administration, education, social work, human resource administration, finance, or another discipline that contributes to their ability to manage a complex, fast-paced, and growing organization in the dynamic setting that Los Angeles is.

COMPENSATION & BENEFITS

The annual base salary for the Chief Executive Officer position will be based on a range starting at \$200,000, and commensurate with the successful candidate's skills and experience. LAUL offers competitive health, dental, vision and other benefits. The position is full-time, based on being onsite at the LAUL's headquarters office located in South Los Angeles. As an exempt position, with occasional evening and weekend work or other organizational obligations expected, without overtime pay. The position is eligible for annual performance bonuses, and includes paid time off.

HOW TO APPLY

To be considered, please submit your resume and cover letter of interest outlining the background and experience that makes you the ideal candidate electronically to ceo.laul@thehawkinscompany.com. Resumes received by **August 11, 2023**, will receive first consideration. The position is open until filled.



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