

EXECUTIVE RECRUITMENT FOR PRESIDENT AND CHIEF EXECUTIVE OFFICER, KNOXVILLE AREA URBAN LEAGUE, INC.



Knoxville Area
Urban League

*Empowering Communities.
Changing Lives.*





KNOXVILLE AREA URBAN LEAGUE

ABOUT THE KAUL

The Knoxville Area Urban League, a civil rights, economic development and social service organization, came into existence in 1968 at the height of the civil rights movement to promote equal employment opportunities for African-Americans in Knoxville, Tennessee. Today, the organization is a non-profit, non-partisan, interracial community-based organization, serving a diverse client base in Knox, Blount and Anderson counties.

The Knoxville Area Urban League is an affiliate of the National Urban League, the country's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream. Today, the National Urban League spearheads the non-partisan efforts of its local affiliates.

The National Urban League has more than 100 affiliates located in 35 states and the District of Columbia, providing direct services to more than 2 million people nationwide through programs, advocacy and research.

KAUL'S PROGRAMS AND PROJECTS

These KAUL initiatives make an impact every day for individuals and families in our community. Additional KAUL programs include Knoxville Area Urban League Young Professionals (KAULYP) and East Tennessee Collaborative

- **JUSTICE & ADVOCACY** *"Not everything that is faced can be changed, but nothing can be changed until it is faced." James Baldwin*

PROGRAM PURPOSE: Reduce recidivism; Provide tools for successful workforce reentry; Identify skills and work experience required for re-entry ; Understand barriers /limitations to meaningful employment



- **EDUCATION & YOUTH** "Opportunity to Thrive

PROGRAM PURPOSE: Develop programs and initiatives to address the needs of today's urban youth and provide them opportunities to obtain success in their personal and professional lives through educational core programs from infancy to young adulthood.

- **EMPLOYMENT** "Opportunity to Earn"

PROGRAM PURPOSE: Ensure our community obtains economic stability through a variety of measures and eliminate barriers to securing and maintaining employment



- **ENTREPRENEURSHIP** “Opportunity to Prosper”

PROGRAM PURPOSE: Assist current and inspiring business owners to obtain foundational knowledge and skills in entrepreneurship with the assistance of business consultants, subject matter experts and community partners

- **HOUSING** “Opportunity to Own”

PROGRAM PURPOSE: offer resources to all individuals , particularly underserved members of the community, towards homeownership and financial empowerment.

The Knoxville Area Urban League, Inc. seeks a President and Chief Executive Officer to manage and oversee the day-to-day operations of the nonprofit economic development and social services agency. An affiliate of the National Urban League, the Knoxville Area Urban League (KAUL) works to advance educational, economic, and social progress for African Americans and other underserved members of the communities in the greater Knoxville area and to promote strong, sustainable communities through advocacy, collaboration, and innovation. As an affiliate of the National Urban League, KAUL serves over 12,000 individuals and families annually and reaches nationwide audiences and partners with other Urban League affiliates, making it a strong proponent for programs that can be replicated across the country.

The President and Chief Executive Officer serves as the chief administrator and reports to the Board of Directors; demonstrates the ability to develop, articulate and communicate the vision of the local affiliate; provides leadership to the organization, administering its functions and operations; assists in the development of short- and long-range objectives;



acts as principal spokesperson, in conjunction with the Board Chair, generates new ideas and leads through completion; initiates and maintains relationships with staff, board, political, corporate and community leaders; keeps abreast of issues facing the African-American and minority community; establishes agenda items and outlines each into action items for completion; forms a disciplined approach to achieving goals and objectives; and engages in dialogue across race, gender, sexual orientation, economic, and other differences.

As the leader of the KAUL, the President and Chief Executive Officer directs the day-to-day operations of the affiliate; implements and administers affiliate policies and procedures; demonstrates wisdom, tact, and diplomacy in managing internal and external politics; evaluates programs and services administered by the affiliate; and engages multiple stakeholders in the mission, goals, and objectives of the Urban League. The President and CEO will have overall responsibility for expanding and managing the operations of the organization, with a particular emphasis on increasing the level of engagement



of Knoxville Area businesses and business leaders. The President and Chief Executive Officer must be proficient in and have an above average ability in the areas of planning, monitoring, fundraising, fiscal administration, proposal writing, organizational skills, written and oral communication, planning and evaluation, human resource administration, community and public relations, vision, advocacy, and strategic planning.

Knoxville is the county seat of Knox County in the U.S. State of Tennessee. As of the 2020 United States census, Knoxville's population was 190,740, making it the state's third largest city. The Knoxville Metropolitan Statistical Area has an estimated population of 869,046.

Knoxville is the home of the flagship campus of the University of Tennessee, headquarters of the Tennessee Valley Authority, Oak Ridge National Laboratory, the Tennessee Supreme Court's courthouse for East Tennessee, and the corporate headquarters of several national and regional companies. Area higher education institutions include Pellissippi State Community College, Maryville College, Carson-Newman and HBCU Knoxville College.

As one of the largest cities in the Appalachian region, Knoxville has positioned itself as a repository of Appalachian culture and a gateway to the Great Smoky Mountains National Park. Knoxville takes pride in the Women's Basketball Hall of Fame, the Beck Cultural Exchange Center, the Knoxville Convention Center, Market Square, a new visitors center, a regional history museum, Knoxville Symphony Orchestra and Knoxville Opera Company, restaurants, bars, and new and redeveloped condominiums. Downtown hosts a new arts annex and gallery surrounded by studios and new businesses.

The successful applicant for the position of President and CEO must hold a bachelor's degree (master's degree preferred) in business administration, social work, public administration, or finance. Other disciplines may be considered based on experience and a proven history of leadership and management in community-based organizations, government agencies, corporate entities and/or educational institutions. Candidates must have at least (5) five years of senior leadership and/or management experience. This should include experience in the development and implementation of service programs, program evaluation, advocacy, public education, fiscal management, strategic planning, and resource development. Ideal candidates must be able to demonstrate the ability to effectively collaborate with a volunteer board, community leadership, various stakeholders and clients served. Outstanding people and organizational development skills are critical to the success of the CEO. Management and supervisory experience are essential. Additional qualifications include excellent organizational and communications skills, grant/proposal writing experience, and government/community relations' experience. These are minimum requirements for the position of President/CEO.

Salary Range: \$150,000 with competitive benefits package, commensurate with education and experience.



Knoxville Area Urban League is in the National Urban League's Southern Region. Dr. Tyvi Small serves as the Board Chair and Ms. Ursula Baily serves as Search Committee Chair. **For consideration, please submit electronically a comprehensive cover letter including your key leadership attributes plus the reason you would be a viable CEO candidate, and a current resume to our executive search consultants, The Hawkins Company on or before January 17, 2025, to:**

Mr. Todd Hawkins Vice President,
The Hawkins Company
8939 South Sepulveda Blvd.
Los Angeles, California 90045

Email: ceo.kaul@thehawkinscompany.com
subject line: "Knoxville Area Urban League CEO Position"

The Knoxville Area Urban League is an Equal Opportunity Employer



THE HAWKINS COMPANY
8939 S. Sepulveda Blvd., #110-216
Los Angeles, CA 90045
www.thehawkinscompany.com