



Recruiting Chief Executive Officer

Metropolitan Development Council (MDC) is a Community Action Agency located in Tacoma, Washington, whose mission is anti-poverty and anti-racism. Since 1964, it has provided services such as housing, care coordination, education, employment, utility assistance, home weatherization and health for people in poverty. It also advocates for funding and policies that can improve people's lives and improve communities.

MDC is seeking a CEO with strong management skills, demonstrated financial planning ability, a good understanding of the role of Community Action Agencies, demonstrated understanding of the importance of equity, diversity and inclusion, ability to create a clear vision for MDC's future that includes emphasis on client-centered design, and skill in working effectively with the community and government officials. Reporting to the Board of Directors and working with the MDC management team, the CEO will provide overall leadership and strategic direction for programmatic and financial integrity, advocacy, partnerships and external relations.

The job description is attached.

To apply, send a letter of interest and resume to ceo-recruitment@mdc-hope.org. Application review will begin on October 3, 2022 and will continue until the position has been filled.



Job Title: Chief Executive Officer

The President/Chief Executive Officer (“CEO”) is strategic and visionary leader responsible for all aspects of the agency’s operations with an emphasis on future relevance and achievement of its mission and financial objectives. Reporting to the Board of Directors and working with the senior leadership team, the CEO provides overall leadership and strategic direction for programmatic and financial integrity, advocacy, partnerships and external relations. This position establishes long-range goals, strategies, plans and policies and is responsible for engaging and leading the core management team in day to day activities.

What you will do:

- Establish strategic vision, guiding philosophy and new short- and long-term goals, objectives and initiatives to position MDC for the future.
- Ensure that MDC’s vision responds to current and anticipated community needs and addresses the need for equity, diversity and inclusion of under-represented and under-served populations.
- In partnership with the Board, plan and implement MDC’s legislative agenda and advocacy efforts related to poverty, equity and social justice.
- Closely monitor and respond to community public policy issues and emerging areas of concern.
- Ensure community outreach to identify service gaps and emerging needs.
- Steward MDC’s brand and increase reputation as a community partner, conveyor, and influencer.
- Foster collaboration and maintain relationships with community partners and stakeholders on critical social issues.
- Work effectively with the Board, providing timely and accurate information necessary for the Board’s fiduciary and oversight responsibilities.
- Develop new innovative methods of fundraising and engaging the new donors.
- Build and lead a diverse team committed to the MDC’s mission, services and community engagement

Experience and qualifications:

- Bachelor’s degree is required; an advanced degree is preferred.
- Commitment to anti-poverty, anti-racist, and social justice issues, as well as the mission of MDC.
- Demonstrated commitment to the values and practices of diversity, inclusiveness and equity
- Five (5) years of successful senior management experience.
- Five (5) years financial planning and budget management responsibility.
- Demonstrated success in managing an organization with multiple government and private funding sources
- Experience as a transformational leader, with success in organizational change.
- Demonstrated ability to collaborate and build consensus internally and externally.

- Vision to see the whole picture and ability to translate strategy into action, including setting expectations and providing recognition for results.
- Experience working with governmental agencies regarding legal matters as they relate to MDC services.
- Demonstrated background in strategic influence and negotiation and verbal and written communications skill.
- Passion for MDC's mission and purpose and an ability to communicate this passion to others

Vaccination:

Full COVID-19 vaccination is requirement for of this role unless a documented medical or religious exemption is approved. Being fully vaccinated means that an individual is at least two weeks past their final dose of an authorized COVID-19 vaccine regimen. MDC adheres to all federal, state and local regulations and will obtain necessary proof of vaccination, and boosters when applicable, prior to employment to ensure compliance.

MDC is an equal opportunity employer that values excellence, integrity, human potential, inclusion and equity. We do not discriminate on the basis of race, color, national origin, sex, religion, creed, age, marital status, veteran status, sexual orientation, gender identity and expression, disability, or other classifications protected by applicable laws and welcome candidates with diverse experience and backgrounds to apply.