

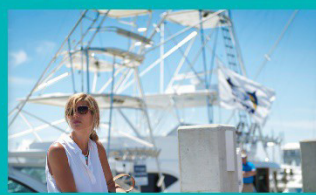
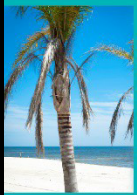


POSITION ANNOUNCEMENT & LEADERSHIP STATEMENT

# PRESIDENT & CEO

Mississippi Gulf Coast

[www.goodwillms.org](http://www.goodwillms.org)



# The Opportunity | Goodwill Industries of South Mississippi

**Mission:** Goodwill's mission is to offer job skills training and supportive services for individuals facing barriers to sustainable career paths, promoting greater independence, and strengthening families and communities

**Vision:** Everyone we serve has an opportunity to develop to their fullest potential

## Values:

**Be Accountable** – *take responsibility for your actions and the resources entrusted to you*

**Be Collaborative** – *work together, be open, and be inclusive of different perspectives*

**Be Awesome** – *bring your best self to work every day*

## The Organization

Goodwill Industries of South Mississippi Inc. is a 501c3 non-profit organization. We provide employment to over 200 employees. Our network includes eleven Goodwill stores in the lower six counties of the Mississippi Gulf Coast, including Harrison, Hancock, Jackson, Pearl River, Stone, and George. Our services include training programs in work evaluation, job readiness skills training, on-the-job training, senior training, and customer service training. Our two Career Centers in Jackson County have become a hub for no-cost training and support for individuals from many cities along the Mississippi Gulf Coast. Through partnerships with local community agencies, non-profits, and academic institutions, we serve countless individuals and families throughout the year.

Additionally, we have custodial and mail services AbilityOne federal contracts in our Mississippi Goodworks division that focus on employment and training for individuals who have significant disabilities.

## Background

Our current President and CEO has spearheaded a shift in the culture of the Goodwill of South Mississippi to be a people first organization, investing not only in the community, but internally to help our team achieve their goals. Through this culture, a robust 3-year strategic plan has been recently established in collaboration with the Board of Directors and Leadership Team, in addition to updating our mission, vision, and values. As an organization, we ended 2022 over the budgeted goal and having served over a record 5000 individuals in the local community. As a result of the success, the current President and CEO will be transitioning to Goodwill Industries of Northern New England as President and CEO, opening up the opportunity for the next CEO to come in and realize and enhance the vision and continue to invest in the team to be their best, and be the go to organization for workforce development along the Gulf Coast.





Number of Employees	225
Number of Retail Stores	11
Retail/After Market Revenue	\$14.1 Million
Business Services Revenue	\$10.2 Million
Goodworks Locations and Government Contracts	\$3.9 Million
Number of Community Job Centers	DOD Custodial and Mail Services, GSA Custodial
Number of Community Job Centers	2, with one located on a community college campus
People Served	4,100
Service Area	Lower 6 Counties of the Mississippi Gulf Coast



## Headquarters | Mississippi Gulf Coast

The Mississippi Gulf Coast is home to 62 miles of sparkling beach shorelines. Known for our world renown seafood and hospitality, we are a melting pot of cultures and experiences. There is nothing like sitting on the beach and watching the golden rays of sun disappear over the Gulf of Mexico at sunset.

We are home to one-of-a-kind attractions like Cruising the Coast where thousands of visitors across the nation pour in to show off their classic vehicles in a week-long celebration. Mardi Gras along the Mississippi Gulf Coast is its own season filled with parades and balls. We also have year-round festivals where you can experience some of the best entertainment in the region - not to mention the Mississippi Aquarium voted one of the top 4 best new attractions in the country by USA Today and our award-winning museums.

There is always a new adventure waiting to be discovered along the Mississippi Gulf Coast and it is only an hour's drive to New Orleans, LA and Mobile, AL. You will never be too far from a good time and great food.

## RESPONSIBILITIES OF THE PRESIDENT & CEO

In accordance with Goodwill's powerful mission, vision, and values, the President and Chief Executive Officer (CEO) is accountable to the Board of Directors of Goodwill and provides leadership to preserve the rich legacy and continued growth and success of Goodwill. The CEO is responsible for the development and execution of the strategic plan and for Goodwill's overall financial, programmatic, and operational performance. The new President and CEO will follow a visionary leader, requiring inspirational and thoughtful leadership skills to preserve the vision while guiding an innovative strategy to ensure continued financial support for the organization's people and mission.

The President and CEO will lead an Executive Leadership Team and an organization of more than 200 employees. Goodwill of South Mississippi and Mississippi Goodworks are comprised of several business lines: donated goods, mission services, and government contracts. With a network of community partners throughout its 6-county area, Goodwill is the region's largest and most complex non-profit organization. The President and CEO reports to the Board of Directors, consisting of business and community leaders who are tasked with governance and fiduciary responsibility for the organization. As an integral part of the Goodwill Industries International Network, the President and CEO will act as a collaborative partner and colleague to other Goodwill agencies, seeking and sharing advice and ideas.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

#### ***Leadership***

- Leads and implements the recently developed 3-year strategic plan approved by the Executive Leadership Team and Board of Directors.
- Develops and maintains an internal people-first culture that promotes and fosters high standards of ethics and integrity. Serves as a role model promoting a passion for the Goodwill mission, reinforcing organizational values, and encouraging quality and innovation.
- Provides inspirational leadership to a diverse group of team members by emulating a shared vision, making sure it is clearly communicated, and holding leaders accountable for successful execution.
- Takes responsibility for ongoing assessment to ensure Goodwill's operations, programs, people, and brand are poised for continued growth and success to ensure a sustainable model for the future.
- With an emphasis on diversity and inclusion, attracts, develops, and retains a high-performing team of engaged employees.
- Leads the Executive Leadership Team and an organization of more than 200 employees with a complex operational structure.

#### ***Board of Directors***

- Works in partnership with the Board of Directors and Board Chair to support and guide Goodwill's governance and fiduciary responsibilities.
- Maintains a collaborative relationship with the Board, working to set Goodwill's strategic direction and policies, enabling the organization to adapt to a constantly changing external environment.
- Provides timely updates to the Board to ensure informed and effective decision-making.
- Leads Board development efforts to ensure optimal Board performance with emphasis on promoting a Board composition representative of the communities and individuals served.



### ***Organizational***

- Reviews and analyzes the operations and general management and makes necessary changes to improve its effectiveness.
- Leads by example, demonstrating belief in Goodwill's Mission, Vision, and Values.
- Fosters an environment that empowers the strengths of each team member. Promotes collaboration, trust, and teamwork.
- Cultivates talent for future opportunities - grows talent internally and identifies talent externally to ensure that Goodwill has a steady stream of diverse future leaders and ensuring sustainability.
- Focuses on building, maintaining, and enhancing Goodwill's technological capacity to nurture growth and efficiency.

### ***Financial***

- Ensures Goodwill has adequate capital investments to allow for growth.
- Ensures Goodwill remains strong so that the organization's program objectives are sustainable.
- Provides financial administration consistent with the purpose of the organization and in accordance with sound practices and legal requirements, including payroll administration, controlling cash flow, and all other finance-related areas.
- Oversees the development of annual operating budgets and associated reporting for the organization; manages budgets within approved guidelines.
- Anticipates financial challenges including but not limited to economic constraint, competition, market and business trends, shifts in public/private funding, etc.; develops strategies to mitigate and address.
- Oversees development of salary structure, approval of staff job descriptions, and evaluation of staff department heads on an annual basis.
- Provides a comprehensive and timely financial statement to the Board of Directors on a monthly basis.

### ***Community Engagement***

- Serves as a key community leader, championing the mission, vision, and interests of Goodwill and ensuring it is understood by both internal and external constituencies.
- Builds strategic relationships with vital business, community, and political leaders in the areas served, as well as other non-profits and government entities.
- Works with community, regional, and political leaders to champion programs that improve services to youth, adults, and seniors with barriers to employment.
- Acts as the public face and official spokesperson for Goodwill and actively seeks opportunities for speaking engagements and presentations in the community.
- Sponsors and encourages formation of various community and collaborative relationships dedicated to Goodwill objectives and support.

## Qualities and Requirements

The ideal candidate will be an innovative and inspirational leader with experience in the successful management of a complex comparable or larger size organization. They should have a proven track record in a leadership role, demonstrating measurable success in leading the development and implementation of programs and initiatives to achieve organizational goals and objectives. As such, the successful candidate will possess the skills, knowledge, and passion to strengthen the organization internally, bolster external perception, and position it for continued success, while promoting it effectively within the community. The CEO's leadership will extend to the broader community Goodwill serves, enhancing the organization's role as a valued community.

- Executive-Level Leadership experience in a large not-for-profit or required.
- Prefer experience in many, if not all of the following functions: interfacing with diverse Boards, managing a budgets and capital expenditures, strategic planning and implementation, community mission services, oversight of federal contracts and program delivery, thrift or traditional retail operations, and leading public relations initiatives.
- Triple Bottom Line focused – People, Business Efficiency, Environment
- Focused, passionate, energetic, and inspirational.
- Team oriented, collaborative, actively seeks others' thoughts, and actively listens.
- Results-driven and a self-starter, flexible and able to prioritize multiple tasks, set priorities and ensure implementation against deadlines.
- Demonstrates a record of exceptional communication skills, both verbal and written, to position and promote Goodwill's mission in a compelling and influencing manner.
- Demonstrates a record of professionalism, sound judgment, integrity, and adherence to ethical standards.
- Demonstrates the ability to build and sustain a diverse and inclusive organization through providing leadership in vision and mission, developing strategies, and implementing action plans.
- Demonstrates the ability to effectively lead change, has a commanding and credible public presence coupled with composed demeanor under pressure.
- Demonstrates the ability to be visionary, able to think, act and influence others in ways that promote the success of the organization,
- Demonstrates the ability to inspire and motivate staff and community members and to build a high-performing team.
- Demonstrates the ability to initiate, build and sustain productive relationships with multiple and diverse constituencies, both internal and external, including business, civic, and community leaders, government agencies, and the media.
- Demonstrates the knowledge of fiscal management principles and procedures, understands the business and financial implications of decisions.
- Demonstrates the ability to effectively problem solve with decisive keen analytical and critical thinking capabilities that support and enable sound decision making.
- Must be able to obtain secret clearance as part of contract requirement with Department of Defense.
- Prefer candidates who are alumni of Goodwill International's Executive Development Program (EDP), or other business leadership training program.

## Benefits and Rewards

- Competitive base pay
- Health insurance options
- Benefits including paid time off (PTO), life insurance, 403(b), short- and long-term disability, car allowance, and Employee Assistance Program.
- Opportunity to work for one of the nation's most well-known and well-respected organizations dedicated to enhancing the lives of those in our communities.

## PROCEDURES FOR CANDIDACY

For consideration, interested applicants are encouraged to send a current resume and cover letter about your qualifications, experiences, and the basis of their interest in the position to the following link by January 31<sup>st</sup>, 2024.

**LINK:** [President and CEO - Gulfport, MS 39503 - Indeed.com](#)

*Goodwill Industries of the South Mississippi is an equal opportunity and affirmative action employer. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender, national origin, race, religion, sexual orientation, or status as a protected veteran.*