



United Way
of Alamance County

President

Reports to: Board of Directors

THE COMMUNITY

Alamance County, located between the Triangle and Piedmont Triad, was officially established in 1849 and named after the Alamance Creek, which runs through the region. Alamance County has a population of 174,900, an increase of 14% over the past decade. The county's median household income is approximately \$48,000 and 37% of all residents are considered low-income.

Alamance County is home to several institutions, including Alamance Community College and Elon University, which contribute to the educational landscape of the area. The county also has a mix of industries, with manufacturing, healthcare, and education being key sectors of employment. Additionally, Alamance County is known for its agricultural heritage, with farming playing a significant role in the local economy.

One of Alamance County's greatest assets is a diverse and vibrant nonprofit landscape that plays a crucial role in supporting the local community. From organizations focused on social services, healthcare, education, and housing, to those dedicated to arts and culture, there is a wide array of nonprofits making a positive impact in the region. United Way of Alamance relies heavily on our nonprofit partners to collaborate and solve some of the county's most pressing needs.

POSITION SUMMARY

The President of the United Way of Alamance County is a mission-driven, collaborative, innovative, equity-minded and social impact focused position. This person will serve as the brand ambassador and champion of the United Way in the Alamance County community, across all stakeholders, including donors, volunteers, business leaders, community members, nonprofit leaders, government, education partners, strategy partners, families served and more. The President will leverage the power of relationships and networks, working across private, public, and corporate sectors at the state and local level to improve outcomes in the Alamance County community.

The President will not only serve as the senior leader of the organization but will also have significant contact with the Board of Directors, a group of community influencers and leaders within Alamance County. This position will report directly to the Board and manage a team of direct reports. In addition, this position will have exposure to constituents, business leaders,



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community leaders, Alamance County elected officials and staff members throughout the community.

ESSENTIAL FUNCTIONS

Strategic and Operational Leadership:

- Develop and deploy the strategic plan.
- Develop and implement a plan for fundraising, including specific plans for workplace campaigns, strategy for individual asks, event-specific fundraising, etc. The plan should have clear goals and measurable metrics, and be tied to the organization's goals and budget.
- Lead revenue diversification from local, regional, and national sources.
- Establish best practices across all business functions.
- Advance and monitor the operating budget to support organizational goals and objectives.
- Serve as the brand ambassador, community partner, and convener across multiple sectors.
- Leverage the principles of equity, inclusion, and diversity across all organizational practices.
- Initiate local, regional, and national partnerships aligned with anti-poverty.
- Serve as a thought partner to the Board of Directors Chairperson and Board committees.
- Serve as the primary United Way of Alamance County spokesperson and thought leader.
- Other duties as assigned by the Board of Directors as needed.

Talent Management:

- Lead strategic human resource initiatives, including staffing, and compensation analysis.
- Champion and lead an annual performance assessment of employees.
- Engage all members of the team.
- Create and approve annual staff development and succession planning.
- Instill principles of equity, inclusion, diversity and belonging in all people systems.
- Serve as the orientation leader for all new Board of Director and staff members.

KNOWLEDGE, SKILLS, AND ABILITIES

Must be willing to study the issues facing Alamance County and become an advocate for solutions.

- Must demonstrate strong financial acumen.
- Must be willing to meet and engage existing and new business partners.
- Must demonstrate servant leadership.
- Must be approachable and transparent.



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- Must have strong communication skills, both verbal and written, including demonstrated presentation and public speaking skills.
- Excellent project management skills with the ability to exercise independent judgment and critical thinking.
- Must be organized with strong planning and follow-up skills.
- Must be able to influence others.
- Strong planning and organization skills with attention to detail.
- Ability to function effectively in a diverse, fast-paced and changing work environment.
- Must possess the ability to navigate the philanthropic landscape of Alamance County, North Carolina.
- Must be able to build collaborations on the local and state level.
- Proficient Computer Skills – Knowledge of Google platform, donor database experience (Salesforce a plus), Slack for internal communications and project management software (Click-Up a plus).
- Must demonstrate professional maturity and personal accountability.
- Dedication to the mission of United Way of Alamance County.

EDUCATION AND EXPERIENCE

- Bachelor's Degree highly desired, MPA or MBA preferred
- Previous experience as a senior leader in a community based organization preferred
- Experience with human services or social impact organizations as an employee or volunteer
- Experience collaborating with business professionals

TO APPLY

Send a résumé, cover letter, and three references to presidentsearchunitedwayac@gmail.com to apply for the position.