



President & Chief Executive Officer (CEO)

Location: Midland, Texas

Position Type: Full-Time | Exempt

About United Way of Midland

United Way of Midland is dedicated to improving lives by mobilizing the caring power of our community. Through strategic partnerships, fundraising, and collaborative initiatives, we address our community's most pressing needs and create lasting impact for individuals and families throughout the Midland area.

Position Summary

United Way of Midland is seeking a visionary, collaborative, and mission-driven President & Chief Executive Officer (CEO) to lead the organization into its next chapter of community impact and organizational growth.

Reporting directly to the Board of Directors, the President & CEO serves as the organization's chief executive, providing strategic leadership, operational oversight, financial stewardship, and public representation. This individual will lead fundraising efforts, strengthen community partnerships, guide strategic initiatives, and cultivate a high-performing, mission-focused organizational culture.

Essential Responsibilities:

Strategic Leadership

- Lead the development and execution of the organization's strategic plan in partnership with the Board of Directors.
- Translate strategic priorities into measurable annual goals and outcomes.
- Identify emerging community needs and position the organization to respond effectively.
- Ensure alignment between organizational mission, programs, and community impact.

Fundraising & Resource Development

- Serve as the organization's chief fundraiser and relationship builder.
- Cultivate and steward major donors, corporate partners, foundations, and community stakeholders.
- Lead annual campaign strategy and identify opportunities for revenue growth.
- Partner closely with fundraising staff to achieve annual fundraising goals.

Community Engagement

- Serve as the primary spokesperson and ambassador for United Way of Midland.
- Build strong relationships with businesses, nonprofit, government, and civic leaders.
- Increase organizational visibility, credibility, and community engagement.

Board Relations & Governance

- Partner with the Board of Directors to establish strategic priorities and organizational policies.
- Provide regular reports on organizational performance, financial health, and community impact.
- Support board engagement, recruitment, and governance best practices.

Financial & Operational Leadership

- Provide overall leadership for organizational operations and financial sustainability.
- Oversee budgeting, financial planning, compliance, and organizational accountability in partnership with the Director of Finance & Operations.
- Monitor organizational performance and ensure responsible stewardship of resources.

Team Leadership

- Recruit, develop, and retain a talented and mission-driven team.
- Foster a collaborative, inclusive, and high-performing workplace culture.
- Support succession planning and organizational continuity to ensure long-term success.

Qualifications

- Bachelor's degree required; advanced degree preferred.
- Five to seven years of progressive leadership experience in nonprofit management, fundraising, community development, or related field.
- Demonstrated success in fundraising, donor cultivation, and strategic partnership development.
- Experience working with a Board of Directors and leading professional teams.
- Strong financial management and organizational leadership experience.
- Exceptional communication, relationship-building, and public speaking skills.
- Commitment to the mission of United Way and a passion for strengthening the Midland community.

Preferred Qualifications

- Knowledge of the Midland region and its community resources.
- Experience leading strategic planning initiatives and organizational growth.
- Proven ability to build collaborative partnerships across diverse stakeholders.

What We're Looking For

The ideal candidate is a strategic thinker, relationship builder, and servant leader who brings integrity, sound judgment, emotional intelligence, and a passion for community impact. They are an experienced fundraiser, an effective communicator, and a collaborative executive who can inspire confidence among staff, volunteers, donors, and community partners.

How to Apply

Interested candidates should submit a resume, cover letter, and three professional references to **information@uwmidland.org**

United Way of Midland is an Equal Opportunity Employer. We are committed to creating an inclusive workplace.