



Seeking the Next CEO at the Newark Alliance

For more than 15 years, the Newark Alliance has united leading business and community leaders to work collectively to make Newark a premiere destination for business, culture, education and living. Today, the Newark Alliance is seeking a new Chief Executive Officer to build upon its history of success and collaboration to advance Newark's continuing renaissance.

The next CEO will be a passionate visionary and successful change agent with the experience to inspire and drive lasting change in Newark by bringing together the City's rich and diverse community to contribute to Newark's growth and prosperity. Newark's current momentum, coupled with dedicated leadership and heightened engagement of the Newark community make this an ideal time for the Newark Alliance to leverage Newark's competitive assets into even greater economic opportunity and activity for the city and its residents, the region, and beyond.

BACKGROUND

As New Jersey's largest city, Newark is a major hub for employment, commerce, education, and arts and entertainment. It has a thriving business community made up of both major corporations, as well as a mix of small and medium businesses. Newark has the largest education center in the state, with over 50,000 students and faculty at its five colleges and universities. The city is home to both the premiere arts and cultural center in the state – the New Jersey Performing Arts Center, and the premiere arena in the region – the Prudential Center, home of the New Jersey Devils. It is home to Port Newark, the largest port on the East Coast and third largest port in the country. Newark has flourishing cultural spots and neighborhoods and is a global transportation center with immediate access to seven major highways, an international airport and Penn Train Station.

The Newark Alliance is a nonprofit organization dedicated to working in partnership with a wide-range of stakeholders to leverage Newark's competitive assets into even greater economic activity for the city, the region, and beyond. Its mission is to make Newark a better and safer place to live, work, learn, play and do business by collaborating on issues of high priority to advance Newark's growth, prosperity and success.

Since its inception, the Newark Alliance has focused on creating public/private partnerships with key stakeholders to address important and complex issues to advance Newark's revitalization, with the goal of improving economic conditions and helping to provide opportunities to Newark residents to attain the highest level of education necessary to prepare for employment in key industry sectors. Collaboration with partners include: Newark Regional Business Partnership, Newark Community Economic Development Corporation, formerly known as Brick City Development Corporation (BCDC), New Jersey Institute for Social Justice, Newark Downtown District, Newark Public Schools, the Council of Higher Education in Newark (CHEN), the Newark Trust for Education, and the Newark City of Learning Collaborative (NCLC), a new citywide postsecondary network committed to increasing the percentage of residents with postsecondary degrees, certificates and quality credentials from 17% to 25% by 2025.

Years of planning and investments have led to an unprecedented influx of development efforts, market-rate housing, infrastructure projects and private investments including the Prudential Center, Newark Light Rail extension projects, the Train-to-Plane direct link from Newark Liberty International Airport, Teachers Village, Riverfront Park, Branch Brook Park, the Hahne's redevelopment project, NJPAC's One Theater Square, the restoration of Military Park, bringing high speed Wi-Fi to Downtown public spaces and into the City's recreational centers, and the opening of two new Downtown hotels. The current momentum generated by Newark's growing success, coupled with dedicated leadership and heightened

engagement of the Newark community make this an ideal time to push for a greater quality of life for all of Newark's residents.

The Newark Alliance is supported by key leaders from the Newark business community, health care organizations, secondary and higher education community, and civic and non-profit organizations. To accomplish its goals and objectives, the Newark Alliance also leverages relationships with various state and local agencies that share its vision for revitalizing the city. Collectively, these organizations provide resources to assist in executing the organization's mission. The Alliance's staff has spearheaded groundbreaking work to address local issues in education, workforce development and economic development including:

- Leading *Opportunity Newark*, an ambitious and inclusive economic development initiative designed to advance Newark's progress in creating jobs and wealth for Newark's residents and leveraging its competitive advantages to retain, attract and grow businesses
- Managing several workforce initiatives—including *CareerWorks*, a public-private partnership—that have successfully trained more than 3,600 incumbent and unemployed workers for good jobs in growing sectors and leveraged more than \$15 million in public and private grants
- Working collaboratively with two mayoral transition teams to ensure successful and inclusive political transitions over the last ten years

The Newark Alliance Board of Trustees is comprised of key leaders, including several CEO's, from business, foundations, education and the non-profit sector. Business members include Horizon Blue Cross & Blue Shield, Prudential Financial, Panasonic of North America, Public Service Electric and Gas Co., Barnabas Health Care System, Verizon, and Wells Fargo. The Mayor of Newark and Superintendent of Newark Public Schools are ex-officio members. Other board members include the leaders of the MCJ Amelior Foundation, Essex County College, NJIT, NJPAC, Rutgers Newark, Seton Hall Law School, Sills Cummis & Gross P.C., St. Benedicts Prep, NJTV, New Jersey Symphony Orchestra, McCarter & English, Montclair State University, RBH Group, Bethany Baptist Church, Edison Properties, The Star Ledger and community leaders.

Newark Alliance Board of Trustees

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KEY RESPONSIBILITIES

The Chief Executive Officer of the Newark Alliance will be expected to leverage the organization's assets to achieve the systemic changes necessary to drive positive outcomes for Newark residents and businesses through creating and implementing its next strategic plan and raising the necessary funds to support the plan. The organization is dedicated to *bolstering economic competitiveness, preparing a skilled workforce, and improving public safety*, and will move ahead by playing essential roles in three key areas:

- Coordination
 - Incubate new ideas and concepts to promote innovation
 - Implement new and existing collective impact initiatives in support of common goals
 - Partner with state and local government agencies
- Leveraging Resources
 - Raise and pool private and government funding to finance strategically aligned initiatives
 - Serve as fiscal agent and steward for critical public-private partnerships that are strategically aligned
- Thought Leadership
 - Advocate for strong public policy and municipal government transparency
 - Commission research and data to drive informed decision-making

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

Newark Alliance's next Chief Executive Officer will be a passionate and mission-driven, outstanding communicator and proven leader who is able to inspire and work effectively across sectors to build on Newark's momentum to transform the City into a destination for business, culture, education and living. The ideal candidate will possess and demonstrate this particular set of skills, attributes and experience:

Strategic Leadership

The Chief Executive Officer, in carrying out the responsibility for the strategic direction of the organization, will be expected to bring the leadership skills necessary to ensure the organization's future relevance, credibility, and viability. He/she will demonstrate past success in establishing and implementing a shared strategy that requires taking a broad view of complex and interdependent perspectives. He/she will also have command of multiple influence skills to engage a wide range of stakeholders in supporting this strategy. This may include assembling coalitions, building behind the scenes support, raising and resolving conflict and other consensus building techniques.

Business and Financial Acumen

The Chief Executive Officer must have a firm and adept grasp of nonprofit financial management and the ability to ensure clarity and accountability in the financial, accounting, marketing and operational functions of an organization. He/she will demonstrate a thorough understanding of the legal and regulatory environment of the nonprofit and public sectors and have the ability to make good judgments and quick decisions with integrity. He/she will also be able to make sense out of a complex ecosystem and generate new and valuable ideas using creativity, combined with superior business knowledge. He/she will also be able to raise the necessary funds allowing the organization to make continuous progress towards the achievement of its mission and that those funds are raised and allocated properly to reflect present needs and future potential.

Managerial Effectiveness

The Chief Executive Officer must have a demonstrated track record of attracting, engaging, developing, retaining and inspiring a diverse team of people to achieve organizational objectives and performance goals. He/she must also have demonstrated experience in building relationships and nurturing innovative and creative thinking across a diverse set of stakeholders to achieve collective goals. The ideal candidate will also be able to cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals.

Strong Executer

The Chief Executive Officer must be keenly focused on planning and execution by setting goals, creating a plan for implementing and measuring those goals, assuming responsibility for decisions and sharing the implementation plan with stakeholders through effective communication. He/she must also demonstrate an ability to be nimble and flexible to address identified and emerging external challenges and opportunities with a diverse set of stakeholders.

Political Astuteness

The Chief Executive Officer must demonstrate discernment and impeccable judgement to broker win-win solutions in a City with a complex and interdependent set of stakeholders across sectors. The ideal candidate will have the skills to forge constructive relationships and partnerships with policymakers, nonprofit leaders, business leaders, and the community and inspire trust and respect. He/she will also have experience working effectively with elected and appointed officials and various governmental entities.

IDEAL CANDIDATES FOR THIS POSITION WILL HAVE:

- A minimum of 10 years of experience in a senior leadership position within the nonprofit, government or corporate sector
- A demonstrated passion and enthusiasm for the mission of the organization and a deep commitment to working collaboratively to solve complex urban challenges
- Experience in collaboratively creating and implementing an urban vision
- Exceptional leadership and management skills
- Ability to think strategically and creatively and to be proactive in anticipating and responding to multiple stakeholder needs
- A track record for results and the ability to develop and manage measurable outcomes
- Experience in developing and implementing financially sustainable organizational strategies
- Demonstrated competence in nonprofit financial strategy and management
- A track record in raising funds needed to sustain and grow an organization
- Demonstrated ability to lead in a culture of diversity
- Demonstrated ability to convene small and large groups of stakeholders and build coalitions to effectively align resources and solve problems
- Experience and enthusiasm in the role of “change agent”
- Outstanding communication skills, including the ability to compellingly articulate the work of the Newark Alliance to the media, government officials, community partners, volunteers, staff and other stakeholders.
- Bachelor’s degree required; Master’s preferred.

APPLICATION PROCESS

This search is being conducted by The Support Center for Nonprofit Management with Transition Consultant Marie Zieger.

Please include a cover letter with the following information:

- Salary requirements,
- How you learned of the position, and
- Description of how your qualifications and experience match Newark Alliance’s needs.

To apply please submit your resume and cover letter to newarkalliancesearch@supportcenteronline.org

Only electronic submissions will be considered. Submission deadline is **September 25, 2015**.

Salary is commensurate with experience, within the framework of the organization's annual operating budget.

All submissions are confidential.

The Newark Alliance is an Equal Opportunity Employer and actively seeks a diverse pool of candidates.