

National Black MBA Association®

President & Chief Executive Officer

Position Profile

NATIONAL BLACK MBA ASSOCIATION OVERVIEW

Established in 1970, the National Black MBA Association® is dedicated to leading the creation of educational, wealth building, and growth opportunities for those historically underrepresented in leadership throughout their careers as students, entrepreneurs and professionals. The organization has a diverse membership roster of over 20,000 business professionals in 39 chapters nationwide and achieves its mission through partnerships with over 200 of the country's top business, academic and not-for-profit organizations. For more information, visit <https://nmbaa.org>.

POSITION SUMMARY

The NBMBA Board of Directors is in search of a President & Chief Executive Officer (CEO) to lead the organization into its next phase of growth, leveraging its existing strengths while developing new avenues for increasing revenue and expanding its constituency base.

The CEO will report to the NBMBA Board of Directors and will be based in the Atlanta, GA national headquarters. The successful candidate will lead a team of 15-20 people in the national office and provide leadership to NBMBA's network of 39 local chapters. The CEO will work with the Board of Directors to establish the strategic direction for the organization, manage all day-to-day operations, and ensure that the organization meets its financial goals. Key priorities are as follows:

- Instill an organizational culture of integrity, trust, accountability and operational excellence. Clearly articulate goals, timeframes and success metrics. Ensure that efforts across functions and/or locations are integrated with strategic objectives. Provide inspirational leadership that emphasizes engagement and commitment to common goals.
- Identify new revenue models and diversify funding sources. Reinforce the value proposition of the organization to all stakeholders.

- Execute on a strategy to aggressively grow, retain, support and engage Chapters and Members. Ensure consistency in Chapter operations and continuity in delivering local programs to enhance the NBMBA's value proposition year-round.

Specific responsibilities include:

Operations Management

- Ensure the continued development and management of a professional and efficient organization. Set clear priorities, delegate and manage investment in people and systems. Facilitate cross-functional collaboration and strengthen internal communications with staff and key stakeholders.

Financial Management

- Establish and deliver on short and long term financial goals in alignment with the organization's strategic plan. Maintain transparency on financial processes and status with the Board of Directors.

Team Management

- Determine optimal organizational structure and recruit, coach and retain high performance staff to deliver on organizational priorities. Monitor results and ensure accountability for performance.

Stakeholder Relationship Management

- Proactively cultivate productive relationships with internal and external stakeholders and demonstrate a sense of urgency in prioritizing and responding to requests

Fundraising

- Develop and implement a financial growth plan that contemplates new revenue models and creates new sources of corporate sponsorship.
- Establish and sustain solid partnerships with corporations, foundations, government, academic institutions, and other key stakeholders to further the objectives of the organization.

Program Development

- Implement programs and initiatives that leverage key strengths of the organization; further the mission; and drive innovation and expansion.

Marketing and Communications

- Strengthen and refine NBMBA's brand positioning for relevance in today's market.
- Develop a comprehensive communications plan for the organization.

QUALIFICATIONS

- Advance degree required; MBA preferred
- Minimum of 10 years of senior-level corporate management experience or association management experience is required
- Demonstrated history of leading an organization, region, department or team with P&L responsibilities and consistently delivering desired results
- Demonstrated ability to build and lead high performing teams and creating an environment that drives individual and collective success and accountability
- Demonstrated experience in driving and delivering on multi-million-dollar annual revenue generation
- A track record of working collaboratively with a Board of Directors and the ability to cultivate board member relationships
- Fiscal management experience, budget preparation, analysis, decision-making, reporting and audit
- Experience in diverse areas of management, i.e., Administration; Finance; Human Resources; Marketing; Sales; Communications; Strategic Planning; and Governance
- Strong executive presence. Excellent interpersonal skills and the ability to influence and engage a wide range of diverse stakeholders, including C-level executives
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder and fundraiser
- Strong coalition builder and persuasive negotiator with the ability to achieve consensus amongst differing opinions

COMPETENCIES

The CEO will have demonstrated through prior experience the following qualities:

- A shared commitment to NBMBA's mission and vision to intellectually and economically empower historically underrepresented students, entrepreneurs and professionals.
- Organizational Track Record: Has successfully managed significant business or process changes and produced reliable, improving results over multiple years. Has a keen ability to pivot in response to business needs.

- **Driving Results:** Able to create the urgency for change in order to position an organization for sustainable success over the long term. Translates a vision/mission of an organization into actionable, measurable outcomes.
- **Talent Management:** Able to build and develop high performing, diverse teams. Assesses and leverages the strengths and styles of key team players.

COMPENSATION

NBMBAA is prepared to offer a very attractive compensation package, including a competitive base salary as well as health, 401(k), and vacation benefits.

Equal Employment Opportunity Policy

NBMBAA provides equal employment opportunities (EEO) to all employees and applicants for employment and prohibits discrimination and harassment based on race, color, religion, gender, gender identity, national origin, sexual orientation, age, disability, or veteran status.

CONTACT

The Lawrence Advisory has been engaged by NBMBAA to help in this search. The search is being led by:

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ABOUT THE LAWRENCE ADVISORY

The Lawrence Advisory is a human-capital consulting firm that offers Executive Search, Organizational Development and Leadership Coaching. We specialize in servicing innovative organizations with distinct cultures. For more information, refer to our website at

<http://www.thelawrenceadvisory.com>

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