

Position: Executive Director

Location: Sioux City, Iowa

Job Type: Full-Time

Salary: Competitive, based on experience

About Big Brothers Big Sisters of Siouxland

Big Brothers Big Sisters of Siouxland (BBBS) is a mission-driven, non-profit organization dedicated to creating and supporting one-to-one mentoring relationships that ignite the power and promise of youth. For over 47 years, BBBS of Siouxland has empowered youth to achieve their full potential by fostering meaningful connections with mentors who serve as positive role models.

We are seeking a visionary and strategic **Executive Director** to lead our organization into its next phase of growth and impact. This is an exciting opportunity for a passionate and experienced leader to guide BBBS of Siouxland in fulfilling its mission and expanding its reach within the community.

Position Overview

The Executive Director will be responsible for providing strategic leadership and operational oversight to ensure the organization's long-term success and sustainability. The Executive Director will work closely with the Board of Directors, staff, volunteers, and community partners to advance the mission of BBBS and grow the program's impact on local youth.

Key Responsibilities

Strategic Leadership & Vision

- Develop and execute a strategic plan to grow the program and enhance its impact on the community.
- Provide leadership to staff, volunteers, and the Board of Directors, ensuring alignment with the organization's mission and values.
- Foster a strong and inclusive organizational culture focused on collaboration, accountability, and excellence.

Operational Management

- Oversee day-to-day operations, ensuring programs are delivered effectively and meet established goals and outcomes.
- Manage the organization's budget and financial plans, ensuring sound financial health and accountability.
- Ensure compliance with all legal, regulatory, and accreditation standards.

Fundraising & Development

- Lead fundraising efforts, including securing financial support through grants, donor relations, events, and community partnerships.
- Develop and maintain relationships with key donors, business leaders, foundations, and community partners.
- Oversee special events and donor engagement strategies to increase financial support and community awareness.

Board Engagement & Governance

- Work closely with the Board of Directors to provide regular updates on organizational performance and strategy.
- Engage and support the Board in fundraising, advocacy, and strategic decision-making.

Program Oversight & Community Engagement

- Strengthen partnerships with local schools, businesses, and community organizations to increase program visibility and reach.
- Ensure high-quality program delivery and continuous improvement based on data and feedback.
- Serve as the primary spokesperson for BBBS of Siouxland, representing the organization in public forums and media.

Qualifications

- **Bachelor's degree** in Nonprofit Management, Business Administration, Social Work, or a related field (Master's preferred).
- **5+ years of senior leadership experience** in a nonprofit or related field, with a strong record of success in strategic planning, fundraising, and program management.
- Proven experience in securing major gifts, managing donor relationships, and leading successful fundraising campaigns.
- Strong financial acumen and experience managing budgets and financial reports.
- Excellent communication and interpersonal skills, with the ability to build relationships with a diverse range of stakeholders.
- Demonstrated ability to lead and inspire teams, with a focus on collaboration and accountability.
- Passion for youth development and a deep commitment to the mission of Big Brothers Big Sisters of Siouxland.

Preferred Skills and Attributes

- Experience working with a Board of Directors and leading a team in a nonprofit setting.
- Knowledge of mentoring programs, youth development, or child advocacy.
- Understanding of the Siouxland community and its unique needs.
- Strong problem-solving skills and the ability to adapt to changing circumstances.
- Knowledge of CRM software (e.g., Donorview, Salesforce, DonorPerfect, or similar) for managing donor data.

Why Join BBBS of Siouxland?

- Make a meaningful difference in the lives of children and families in the Siouxland community.
- Lead a passionate team committed to creating positive, lasting change through mentoring.
- Join a supportive and collaborative environment where your leadership will be valued and your vision will be realized.

How to Apply

Interested candidates should submit cover letter, resume and, salary requirements to **Kristie M. Arlt** karlt@bigbrothersbigsisters.com by **April 25, 2025**

Big Brothers Big Sisters of Siouxland is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.