

Pro-Bono Executive Development Board Hires Executive Director

"I feel that I really hit the jackpot" – Avery P. – Executive Director

The Challenge

An economic development board needed to hire an Executive Director. The new hire would report to the board of directors and would have the overall strategic and operational responsibility for the programs, expansion, and execution of the board's mission. As the board is comprised of volunteers, they needed strategy and support finding the right hire for this critical position as the Executive Director would be its inaugural full-time leader. They then engaged recruiting experts and fellow board members Acumen Executive Search (Acumen).

Solution

To better understand the needs and vision of the organization, Acumen met with all board members. The search team determined that the best way to identify best-fit candidates was to ask that they submit a proposal to address specific organizational needs. Acumen set to work, tapping their extensive network. They found five highly qualified candidates and presented them to the board. The board ultimately chose to hire Avery, as she came with a high degree of familiarity with economic development tools and concepts, in addition to being a strong cultural fit. Avery now manages the day-to-day details and serves as the face of this organization.

Results

Avery implemented an accounting clean-up that will be completed in two months. She also will be conducting program evaluations and building sponsorships. Avery has completed one-on-ones with all the board members and is focused on building productive relationships. She is currently helping develop and implement a new 5-year strategic plan for the organization, bridging the urban/rural divide, and launching a new professional development program in partnership with the professional development committee.