

PRESIDENT & CEO

TEAM PENNSYLVANIA FOUNDATION

Team Pennsylvania Foundation (Team Pennsylvania) is seeking a forward-thinking leader to further drive its mission of increasing the commonwealth's economic competitiveness for all Pennsylvanians through public-private partnership.

About Team Pennsylvania

Team Pennsylvania is a non-partisan, 501(c)(3) nonprofit established in 1997 to connect private and public sector leaders to achieve and sustain progress for Pennsylvania. The Board of Directors is composed of executive-level members of the business community and state government, with the Governor of the commonwealth and a private sector CEO serving as the co-chairs. This unique relationship between state government and industry gives Pennsylvania businesses the opportunity to partner with the public sector to spur greater economic and policy development in Pennsylvania.

Team Pennsylvania's work is grounded in its four core values:



COLLABORATIVE

Our ability to convene a diverse group of leaders and inspire partnership directly and positively affects our state's economy and citizens.



OPEN & TRANSPARENT

As vital stewards of public and private dollars invested in our work, we maintain the highest levels of transparency in our financial reporting and decision-making processes.



ENTREPRENEURIAL

We take an entrepreneurial approach by bringing new ideas from diverse perspectives, applying private sector thought to address public sector challenges.



NON-PARTISAN

We partner with the highest levels of commonwealth leadership regardless of party affiliation to achieve economic vitality for all Pennsylvanians.

Since 2018, Team Pennsylvania has taken steps towards addressing Diversity, Equity, Inclusion and Access (DEIA), internally with staff and the Board of Directors, and externally through partnerships and programs. As an organization that focuses on long-term systems change, this work has been embedded across every component of Team Pennsylvania, with the recognition that one-off "initiatives" do not effectively address long-standing disparities or align with organizational goals. Team Pennsylvania continues to advance DEIA internally and externally through an ongoing and intentional process, with a vision of economic vitality for all in this commonwealth.

Team Pennsylvania brings together leaders of government and industry to advance a common goal of economic growth for the state. To accomplish this, they serve a variety of roles to help the commonwealth achieve its best – as a place to live, learn and thrive.



Currently, Team Pennsylvania’s programmatic work is broken down into three areas:

Agriculture Initiatives: By working together, Pennsylvania’s Department of Agriculture and Team Pennsylvania advance Pennsylvania’s agriculture sector and grow the commonwealth’s presence in regional, national, and global marketplaces — ensuring this industry remains a vibrant part of the state for generations to come.

Business Growth & Economic Development: Economic vitality depends on Pennsylvania’s ability to remain competitive in attracting, retaining, and growing new business domestically and internationally. Team Pennsylvania is able to utilize its unique role as a convener between its public and private partners to unleash a variety of opportunities for business growth throughout the commonwealth.

Education & Workforce Development: Education and workforce development have been top priorities of Team Pennsylvania from the beginning. The organization focuses on innovative strategies that bring the public and private sectors together to prepare every student or jobseeker to succeed, meeting the complex workforce demands of business and industry.

Responsibilities of the President & CEO

The President & CEO of Team Pennsylvania will have a broad set of responsibilities across several strategic and organizational areas:

- ⇒ Oversees staff, operations, fundraising and programs
 - ⇒ Develops and builds a high-performing team, ensuring all staff are aligned and collaborating to achieve organizational results
 - ⇒ Directly supervises Senior Leadership positions and establishes individual goals to ensure smooth organizational operation
 - ⇒ Oversees administrative operations and assesses organizational capacity to implement strategies and identify gaps in systems and staffing
 - ⇒ Leads fundraising and development strategies consistent with the mission and vision of Team Pennsylvania through a consistent pattern of maintaining and enhancing existing investor relationships, as well as actively developing new relationships
 - ⇒ Understands and oversees the policy and programmatic portfolio of work across education, workforce development, agriculture, and economic development, sharing organizational and systems-level impact in these areas with stakeholders from both the public and private sectors

- ⇒ Leads at the direction of the Board of Directors with oversight from the Executive Committee
 - ⇒ Maintains an effective working relationship and regularly communicates with Board members
 - ⇒ Serves as a non-voting, ex-officio member of all Team Pennsylvania committees and the Board
 - ⇒ Possesses extensive entrepreneurial talents that are aligned with organization's mission of a public-private partnership
 - ⇒ Working closely with the Board, develops a long-term vision for growing the value of the organization, in terms of breadth and depth of mission

- ⇒ Embraces the responsibility of being the “chief financial steward” of the organization, with a passionate commitment to enhancing its financial condition

⇒ Exhibits innovative financial leadership by virtue of a commitment to key performance indicators (KPIs) that succinctly and accurately report the organizations financial trajectory to the Board and staff

⇒ Complies with legal requirements, and directs the maintenance of regular fiscal reports, audits, and filings for Team Pennsylvania through staff, financial consultants, auditors, and Foundation legal counsel

⇒ Supervises the preparation of the Team Pennsylvania annual budget by staff, collaborating with appropriate committees of the Board, and presenting the budget to the Board for final adoption

⇒ Ensures fiscal integrity and accountability by safeguarding assets; properly documenting all income and expenditures; preparing and implementing budgets; and overseeing audit procedures, allocations, and investments

⇒ Evaluates the success and impact of the Foundation's work, capturing return on investment

⇒ Serves as the primary ambassador of the organization, representing the Foundation at Board and other stakeholder engagements, including public-facing events

⇒ Builds and maintains effective relationships with public sector officials, the Governor's Office, and local economic and workforce development professionals

⇒ Builds and maintains effective relationships with private sector leaders and stakeholders from across the Commonwealth and industry, and facilitates their engagement and partnership in state-level opportunities

⇒ Encourages and facilitates a mutual understanding and cooperation between Team Pennsylvania's public and private sector partners

⇒ Fosters collaboration with the sitting Governor and their administration across all agencies and initiatives

⇒ Personifies a nonpartisan approach to collaboration across public and private sector leadership

Fosters a workplace and organizational culture that values diversity, equity, inclusion, and access, both externally and internally

Profile of the next President & CEO

The next President & CEO will be a leader who...

- ⇒ Is experienced in successfully bringing multiple stakeholders together toward a common vision
- ⇒ Recognizes the value of a public-private partnership and the way in which collective effort can yield greater results than either sector operating alone
- ⇒ Values diverse perspectives and fosters an inclusive work culture, with an underlying belief that diversity, equity, inclusion, and access across all Team Pennsylvania's operations improves the organization and the Commonwealth
- ⇒ Has a record of successfully engaging with agency and private sector leadership on a peer-to-peer level
- ⇒ Is skilled at interpreting third-party research and data to inform strategy
- ⇒ Demonstrates evolving expertise in the full range of the Foundation's programmatic work
- ⇒ Exhibits a high level of organization and management skill
- ⇒ Communicates effectively and professionally with and is highly responsive to stakeholders and partners
- ⇒ Possesses a master's degree or equivalent; or 10+ years of related experience and/or training; or an equivalent combination of education and experience

To Apply

Team Pennsylvania is partnering with POLIHIRE to find its next President & CEO. If you are interested in this opportunity, please submit a cover letter outlining your qualifications and your resume in WORD format to TeamPA_CEO@polihire.com.

Please include only your name (Last, First) in the subject line when submitting these materials.