



# Opportunity Profile

Executive Search for:  
Chief Executive Officer





## ABOUT MAKE-A-WISH

*"A wish experience can be a game-changer for a child with critical illness."*

For children diagnosed with critical illnesses, a wish come true can be a crucial turning point in their lives. A wish can be that spark that helps these children believe that anything is possible and gives them the strength to fight harder against their illnesses. This impact is why Make-A-Wish Wisconsin is driven to make every one of these wishes come true.

The inspiration and vision for Make-A-Wish began in Phoenix, Arizona in 1980 when a community came together for Christopher James Greicius, a 7-year-old boy battling leukemia, whose wish was to be a police officer. Receiving a custom-tailored uniform, a motorcycle helmet, and his very own battery-operated motorbike, the magic of that one wish created a movement. Today, Make-A-Wish has granted nearly 600,000 life-changing wishes to children with critical illnesses worldwide.



## ABOUT THE OPPORTUNITY

Make-A-Wish Wisconsin carries out its impactful work with a dedicated staff of 28. The Chapter partners with community volunteers to deliver its programs and is governed by a volunteer Board of Directors. Across the state, the Chapter works to grant more than 400 life-changing wishes each year.

As part of Make-A-Wish America, one of the nation's most recognized nonprofits, Make-A-Wish Wisconsin seeks a dynamic and inspiring **Chief Executive Officer (CEO)** to successfully guide the Chapter into the future. With a committed staff, a strong board, and an engaged volunteer force, the selected candidate will be well-positioned to make a significant mission impact. This is an ideal position for a highly relational, strategic, and mission-driven leader with a track record of achievement and results.

The relevant experience and skills to effectively carry out the key accountabilities of the position include Fundraising & Development, Organizational Leadership, Strategic Vision & Execution, Brand Advancement, Board Engagement & Effectiveness, Financial & Operational Oversight, and Mission Delivery & Non-Profit DNA.



## KEY ACCOUNTABILITIES

### **Fundraising & Development**

Co-create the development strategy and actively fundraise to increase revenue through enhanced relationships with donors, corporate sponsors, funders, and community partners.

### **Organizational Leadership**

Develop and retain a passionate and talented team and ensure staff members achieve their goals in alignment with overall chapter performance metrics, grow personally and professionally, and report high levels of trust, cohesiveness, and engagement.

### **Strategic Vision and Execution**

Ensure the creation and execution of clear and actionable long-and-short-term strategies to make consistent and measurable progress toward achieving the Chapter's vision of granting wishes for every eligible child while exploring new and innovative solutions to effectively serve the children and families waiting for wishes.



## KEY ACCOUNTABILITIES

### **Brand Advancement**

Increase brand awareness, engagement, and collaboration through effective messaging, community outreach, relationship-building, partnership collaboration, and purposeful calls-to-action.

### **Board Engagement & Effectiveness**

In partnership with the Board Chair, recruit, retain, and engage a diverse and effective Board of Directors, optimally leverage their strengths to advance the mission, and provide the transparency necessary for effective governance.

### **Financial & Operational Oversight**

Ensure the organization has the proper oversight, internal controls, forecasting, and transparent reporting to maintain the fiscal health of the Chapter.

### **Mission Delivery & Non-Profit DNA**

Inspire staff, volunteers, and donors by authentically embodying the mission and ethos of the organization.



## KEY QUALIFICATIONS & ATTRIBUTES

### **The Board of Directors sees the ideal candidate for CEO matching as many of the following aspects as possible:**

- Passion for, and commitment to, the Make-A-Wish mission
- Executive or management experience at a respected nonprofit or public institution, or significant nonprofit experience developed through voluntary service in the sector
  - *While previous nonprofit CEO experience is highly desirable, individuals with a strong record of performance are encouraged to apply*
- Demonstrated results in major gift cultivation and solicitation, and working knowledge of fundraising principles as they impact an organization
- Exceptional leadership and communication skills, including a proven track record in leading and growing organizations
- Has worked closely and positively with governing/fundraising boards and effectively developed and strengthened those boards
- Is a consensus builder, team builder, and a coach when working with staff and volunteers
- Attracts and retains top talent and builds strong and enduring relationships



## KEY QUALIFICATIONS & ATTRIBUTES

### **(Continued)**

- Possesses working knowledge of the legal, fiscal, and regulatory environment in which a nonprofit operates
- Strong business and budget management skills
- Strategic thinker who can also plan and execute short-term objectives in pursuit of a long-term vision and create action plans that yield results
- Has personal ethics and integrity that reflect positively on the mission and the organization, is a passionate and convincing champion for the mission, and is involved and respected in the community
- Is able to work collegially within the federated model of Make-A-Wish America
- Committed to championing diversity, equity, and inclusion, fostering an organization that is accessible and welcoming
- Relationships and knowledge of communities across the region is strongly preferred
- Bachelor's degree required, with an advanced degree preferred



## APPLICATION & SELECTION PROCESS

### Apply

- Interested candidates complete the online application:
  - **APPLY - Make-A-Wish WI CEO Role**
  - Upload your resume and cover letter.
- If you are interested in the position, please inquire as soon as possible.

### Initial Screening

- A Sagency Search Consultant may schedule an initial 15-20 minute phone call with qualified applicants.

### Sagency Interview

- A Sagency Search Consultant will schedule a 60-minute interview with specific candidates.

### Online Assessment

- After this initial interview process with Sagency, qualified candidates may be asked to complete an online assessment.

### Client Interviews

- First-round interviews with Make-A-Wish Wisconsin.

*Thank you for your interest in this position.*