



Junior Achievement of Southwestern Indiana Job Posting

- **Title:** President
- **Scope:** Full Time Position (Exempt/Salaried)
- **Reports to:** Board of Directors
- **No. Staff:** 14
- **Annual Budget:** \$1.5M
- **Position Type:** Hybrid work environment
- **Benefits:** Medical, Dental, Vision, Group Life Insurance, Simple IRA, PTO, 13 Paid Holidays, additional the office is closed between Christmas Day and New Year's Eve, also as paid time

ABOUT US

At Junior Achievement of Southwestern Indiana (JASWIN), we are committed to creating impactful, integrated experiences in financial literacy, college and career readiness, and entrepreneurship. Our mission is to prepare students from kindergarten through 12th grade across southwestern Indiana and southeastern Illinois for lifelong success.

We proudly partner with local, regional, state, and national businesses; government and community leaders; and fellow nonprofit organizations to deliver meaningful, real-world learning opportunities that empower young people to own their future success.

Our work is guided by a set of core values that define who we are and how we lead:

- Do the right thing
- Do what you say
- Be responsive
- Lead with a can-do attitude
- Be humbly confident

POSITION PURPOSE

- We envision all Americans living lives with financial knowledge and freedom. At Junior Achievement of Southwest Indiana (JASWIN), we get to work toward that goal every day. As a strategic trailblazer, the President will lead a vibrant organization and activate a team of staff, volunteers, corporate and community partners to make a significant impact on students and change the trajectory of their lives.

- We seek a visionary executive leader who demonstrates the ability to pursue, nurture and maintain strong relationships leading the organization into its next stage of growth, innovation, and impact. The individual best suited to lead JASWIN will excel at creating strategy, passionately advocating for the mission, and relentlessly pursuing operational excellence, financial performance/fundraising and governance as measured by the positive impact on our community.
- JASWIN is committed to diverse socioeconomic, ethnic, racial, and cultural diversity and inclusion to achieve equity in all areas of our organization to reflect the communities we serve from employees and board members to volunteers and students. We offer our employees professional development and growth opportunities, a competitive salary, comprehensive benefits, and a collaborative team spirit environment.

KEY RESPONSIBILITIES

Strategy and Brand:

- Together with the Board of Directors, establishes the vision, strategic and operating plans to guide and develop a future road map for JASWIN.
- Develops and implements planning to strategically position the organization for internal and external growth relevant to market forces and regulations.
- Serves as the primary spokesperson for JASWIN to advance the mission within the community and serve as an advocate and storyteller with the ability to motivate, inspire, and influence others.
- Positions the brand and represents JASWIN with the public, businesses, government agencies, education partners (ISD's), and community groups to drive the strategy and success.
- Designs and activates high impact activities to uniquely position JAWIN locally and in the corporate marketplace.

People and Culture:

- Leads by example and builds an innovative team environment to leverage the skills, knowledge, and unique talents of team members to execute with intention and excellence.
- Oversees and activates people functions including human resources to recruit, manage, develop, and motivate team members and volunteers through coaching, recognition, and awards for performance to achieve organizational objectives, goals, and results; fosters a climate of inclusiveness, initiative, and accountability.

Operational Excellence:

- Ensures operational excellence to achieve JA USA® and JASWIN program strategy, financial, human resource, development, marketing, digital, and business systems are well-established and resourced with planning, implementation, and accountability.
- Establishes and monitors progress of the leadership team to deliver high-quality, evidence-based, inclusive, and tactical implementation and efficiency to achieve the mission.
- Leads a commitment to diversity, equity and inclusiveness in employees, board members, volunteers, and the students and communities we serve.
- Provides employees with professional development and growth opportunities, a competitive salary, comprehensive benefits, and a collaborative team spirit environment.

Finance and Governance:

- Works with the Board of Directors to develop, maintain, and monitor policies and governance that ensure proper governance oversight of JA Southwest Indiana and effectively encourage active and engaged relationships with all members.
- In partnership with Board leaders and outside counsel as necessary, monitors, identifies, evaluates, and mitigates a broad range of organizational executive responsibilities such as legal, financial, regulatory, reporting, brand, and other accountabilities.
- Ensures that JASWIN operates in compliance with its Licensing and Operating Agreement with JA USA® and works actively in collaboration with JA USA® for the mutual benefit of both entities.
- Works actively to lead and engage staff, volunteers, and Board members to plan and secure diverse philanthropic, public, or other revenue sources and cultivate relationships with new and existing donors, funders, and partners.
- Ensures systems and resource development planning to promote the mission and brand to attract community interest and investment.

Education/Experience Required:

- Bachelor's degree or higher.
- 15-plus years of increasing organizational experience, leadership responsibilities and in managing teams.
- Proven success in fundraising and developing institutional, corporate and community partnership building.
- Interest and knowledge in educational content areas; youth development and empowerment, financial literacy.
- Demonstrated experience and working knowledge of nonprofit management, financial, human resources, and administrative management.

Interested candidates should submit a resume and cover letter to be considered for this position.

If your work experience does not directly align with the listed responsibilities and qualifications, please use your cover letter to explain how your unique background, skills, or experiences position you for success in this role.

Submit a resume and cover letter to presidenthiring@ja.org and put JASWIN in the subject line.

JASWIN recruits, employs, trains, compensates and promotes regardless of race, religion, color, national origin, sex, disability, age, veteran status, and other protected status as required by applicable law. This position description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related duties in cooperation with the Board of Directors and within the scope of requirements for JA USA®. This document does not create an employment contract implied or otherwise, other than an "at-will" relationship.