



UNITED WAY of the GREATER TRIANGLE

Chief Executive Officer

External Recruiting Job Ad Tagline: We are currently seeking a CEO who will lead boldly and serve our mission wholeheartedly.

OVERVIEW OF RESPONSIBILITIES

The CEO is the leader of the organization, establishing a vision for Community Impact that is achieved through the efforts of a diverse team of high-performing leaders, staff, and volunteers alike. The CEO is the Chief Mobilizer; they leverage the power of relationships and networks, and work across private, public, and corporate sectors to improve conditions in the community. The CEO possesses a high level of broad business and management skills and is effective at generating resources and financial support for the organization. The CEO is dedicated to shared and measurable goals for the common good – creating, resourcing, scaling, and leveraging strategies for broad investment and impact. The CEO is the steward of the brand and understands their role in deepening community trust, effective storytelling about impact, and the unique value proposition of the UWGT. They value network and strive to leverage the UWGT's breadth of community presence, relationships and strategy.

About United Way of the Greater Triangle

The United Way of the Greater Triangle (UWGT) serves four counties within North Carolina (Durham, Orange, Wake, and Johnston). Often described as the "Research Triangle", the cities and counties that make up the region are known for their high quality of life, green space and parks, high achieving public schools, career opportunities, and are home to industry leaders in a variety of sectors, including biotechnology, semiconductors, manufacturing, higher education, and the broader knowledge economy. It is rich in all aspects of diversity and politically nuanced in its ability to support both progressive and conservative values. Even as the region tops many "Best Cities" lists, it is faced with historical challenges that create barriers to the very same benefits many in the community have access to and enjoy. Many mission-based organizations work to remove those barriers and create opportunity, and the UWGT is committed to amplify their impact, convene leaders and the community to foster collaboration, and invest in the solutions that work.

The UWGT office is located in Research Triangle Park at 800 Park Offices Drive #204, Durham, NC 27709.

The successful CEO will focus on the following areas of impact and responsibility:

KEY RESPONSIBILITIES & ESSENTIAL FUNCTIONS:

Community Impact

The CEO is responsible for the overall impact of UWGT on the community, with emphasis on increasing its capacity to drive the impact agenda. The CEO works closely with the Board to craft and adapt the strategy to achieve this increased impact, including raising the funds to support it. They will establish and build relationships with top leaders in the community, including those representing the highest levels in business, government, and non-profit sectors.

Resource Development

The CEO is charged to drive key results in resource development; to identify, cultivate, and solicit prospective donors and key leaders of prospective new corporate partners; to leverage personal and professional contacts and relationships into fundraising opportunities; to adapt the UWGT's fundraising model in our evolving funding environment; and to promote a culture of fundraising in the organization, both at the staff and board level.

Strategic Management

The CEO serves as the principal resource to the Board of Directors and its key committees and gives strong direction in policy formulation and interpretation. The CEO partners with the Board of Directors and the UWGT Senior Leadership team to craft organizational goals, develop strategies to ensure that they are achieved, and rigorously measure results. They ensure coordination and alignment of all United Way activities to the strategic direction in the areas of community impact, resource development, and staff alignment.

Organization Management

The CEO is accountable for building and leading high-performing teams, ensuring all teams are aligned and collaborating to achieve organizational results. They maintain accountability for the operational and fiscal integrity of the organization within policies set by the Board of Directors. The CEO assesses organizational capacity to implement strategies and identify gaps in systems and staffing; directly supervises Senior Leadership positions and establishes individual goals; works with the Chief Financial Officer to manage organizational spending, monitor budget compliance, and mitigate

financial risks; and ensures that UWGT goals of inclusiveness and diversity among staff and volunteers are met.

EXPERIENCE & JOB REQUIREMENTS

- Bachelor's Degree; additional post-graduate work a plus.
- Minimum of 7–10 years in senior leadership roles within nonprofit, public sector, or mission-driven organizations of comparable size and complexity, with a demonstrated track record of delivering measurable results.
- Proven success in overseeing organizational budgets of at least \$7M, including strategic allocation of resources, financial forecasting, compliance with regulatory requirements, and clear accountability for fiscal health.
- Demonstrated ability to set fundraising and earned revenue goals and lead teams to achieve targets through service delivery models, individual giving, business and corporate partnerships and workplace campaigns, and grant program administration.
- Experience cultivating and sustaining productive relationships with diverse stakeholders, including communities served and their identified leaders, donors, corporate partners, board members, and elected officials
- Ability to develop and implement strategic plans that align with mission, adapt to changing community needs, and drive long-term growth and impact.
- Demonstrated success in working collaboratively with a governing board to establish priorities, maintain governance best practices, and ensure organizational accountability.
- Skilled in building, supporting, and leading high-performing teams, implementing efficient processes, and ensuring organizational policies and practices align with both mission and compliance standards.
- Deep understanding of community needs, challenges, and assets, ideally with experience in cross-sector collaborations addressing health, education, workforce development, or other UWGT focus areas.
- Strong public speaking, media, and advocacy skills, with the ability to serve as a visible, trusted ambassador for the organization in the community and beyond.
- Demonstrated experience that aligns with United Way of the Greater Triangle's core values and ability to embed values to strengthen community trust, organizational strategy, culture, and programming.
- Expertise in stabilizing and growing the business by building revenue and increasing philanthropic support.
- Must demonstrate a high level of intelligence and intellectual curiosity and a desire to explore new ideas and innovative approaches to solving problems.
- Must have excellent verbal and written communication skills; a high energy level and sense of humor.

WORK ENVIRONMENT:

This position operates primarily during standard business hours; however, flexibility is essential. The role requires in-person availability for occasional evening and weekend events, meetings, and activities that support the organization's mission and community

engagement efforts. The office is located at 800 Park Offices Drive #204, Durham, NC 27709.

Compensation & Benefits

United Way of the Greater Triangle offers a competitive annual salary range of \$170,000 to \$200,00. Salary is determined by several factors, including the applicant's knowledge, skills, experience, position, equity, and market. In addition, the comprehensive benefits package includes health insurance, a retirement plan, paid time off, cell phone reimbursement, and professional development opportunities. There is also an opportunity for a performance-based bonus contingent on organizational and individual performance at the Board's discretion.

Application Process

Interested candidates must submit a complete application package via our online portal at <https://careers.unitedway.org/job/ceo-united-way-greater-triangle-43829>. Required materials include a cover letter indicating salary preference and a current resume.

We will contact only those candidates selected for further consideration. Thank you for your interest in our organization. Please continue to check our job board for additional opportunities. This position will remain open until filled.

Projected Timeline for Recruitment (Flexible and Subject to Change)

Application period: September-October

Prescreening Interviews: September-October

Panel Interviews: November-December

Start Date: January 2026

United Way of the Greater Triangle is an equal opportunity employer. We evaluate qualified applicants without regard to race, color, religion, creed, disability, veteran status, marital status, age, sex (including pregnancy), sexual orientation, gender identity, gender expression, national origin or ancestry, genetic information, and other legally protected characteristics, in accordance with applicable laws.

We value diversity and are committed to creating an inclusive environment for all employees and community members.