

EXECUTIVE DIRECTOR

Are you a self-driven and highly relational executive desiring to lead and grow an innovative organization committed to creating positive social change?

Measurement Resources Company (MRC) is an organizational development and research firm that assists government and nonprofit organizations with data-driven decision-making that improves organizations' efficiency and effectiveness. Our services help our clients use data-driven solutions to:

- increase efficiencies,
- demonstrate impact and outcomes,
- increase funding, and
- accomplish their mission and goals.

Our Mission

We strengthen communities by strengthening the organizations that impact them. Our clients are a diverse mix of state, city and county government agencies, foundations, human services organizations, and nonprofits across the United States and Canada.

Why We are Hiring

Our company has quickly grown, and we are aiming to double our sales in the next three years. We seek an Executive Director to execute business development and oversee operations which will free up the President/Founder who is growing our sister company, SureImpact. The Executive Director will deepen relationships with clients and strengthen collaborations in the social impact community. **The key metric is the ability to forge new alliances with strategic stakeholders in the social sector to expand MRC's footprint across the United States.** This position reports directly to the President/Founder and oversees three self-directed professionals.

We seek:

1. **Experienced, passionate professional with an entrepreneurial spirit to be our face of the business in the community. You are the ambassador of our brand.**
2. Driven by the opportunity to create social impact for our clients.
3. Consultative sales approach to Business Development in our specific lanes: non-profit, government, social enterprise
4. Strategic and innovative regarding marketing and business development.
5. Ability to flawlessly execute the business development strategy.
6. Ability to price, sell, and close.
7. Understanding of non-profit, government, and social enterprise sectors.
8. Strong appreciation for data driven strategy and impact measurement.
9. High emotional intelligence, empathy, and confidence in executive settings.
10. Experience in identifying, negotiating and securing large contracts in the social sector.

We bring:

1. A strong mission and vision to serve high-achieving government, non-profit, and mission-driven leaders throughout the United States.
2. Existing team of highly productive, collaborative A-players.
3. Positive and highly collaborative work culture where employees are valued.
4. A social climate that is serious and quiet, yet pleasant, creative, light, and loving. Measurement Resources is a family-friendly and good place to work.
5. Culture of continuous improvement.
6. 10 Rules of Engagement for the way we work together---and we really follow them.

JOB RESPONSIBILITIES

The Executive Director has primary responsibility for the daily operational management of MRC and for developing and implementing the tactical elements that achieve MRC's 10-year vision and strategic plan. The ED will expand the reach of MRC's services throughout Ohio and the U.S. The ED will make it a priority to build upon the high-performing, collaborative spirit that exists internally with the team, and strengthen external relationships with larger nonprofit, community, government, and other stakeholders.

Strategic Leadership

- Collaborates with the team of three directors in a leadership role to develop and successfully implement strategic action plans; including developing plans for revenue, systems, human resources, and programs required to meet the goals of the plan.
- Ensures staff members are clear about how to achieve the strategic plan; establishes accountability plans and project deadlines for communications and business development.
- Identifies organizational and programmatic indicators of success, measuring baseline performance, collecting data to assess the work, and making program and operational changes for continuous improvement with evaluations.

Business Development

- Develops, implements, and evaluates a diverse and sustainable business development strategy.
- Cultivates existing clients and develops new client relationships to double sales in the next three years.
- Leverages stakeholder relationships and builds trust and credibility to foster support for the mission.
- Identifies growth opportunities to build new revenue pipelines, including new services and program offerings.
- Working with the team on pricing strategy.

Relationship Building and Communications

- Nurtures existing relationships with clients, employees, leadership, non-profits, government partners, foundations, social entrepreneurs, influencers.
- Collaborates with key stakeholders to strategically approach initiatives for advancing and maximizing social impact.
- Communicates closely with employees and founder/president, and external stakeholders; influences others to achieve results that are in the best interest of the organization.

- Gives presentations to large groups/organizations and other stakeholders that combine facts and stories with passion.

Operational Excellence

- Monitors progress against the strategic plan and corresponding budgets, making recommendations to the President to capitalize on successes, make course corrections, and mitigate unforeseen issues.
- Collaborates with President/Founder and COO to develop and manage budgets; sets and meets goals for short- and long-term financial health.
- Evaluates opportunities and identifies an appropriate balance of activities and programs for impact and alignment with funding sources and earned-revenue potential.
- Ensures at a strategic level that appropriate workforce resources are available to execute multiple projects.
- Negotiates and oversees programmatic, financial, and contractual deliverables of service contracts.
- Drafts and implements internal controls, policies, and procedures to ensure compliance and organizational effectiveness; adapts business processes to arising needs while maintaining effectiveness and efficiency.

Marketing

- Oversees a marketing and public relations strategy to educate, advocate and build awareness.
- Works with the Communications Director to drive the marketing strategy.

Team Culture, Management, and Growth

- Creates short and long-term strategies for staffing as the organization changes and grows, utilizing performance evaluations and other planning tools.
- Fosters a vibrant, respectful, trusting, and inclusive environment that demonstrates a commitment toward seeking and securing a diversity of ideas. Works frequently and collaboratively with the team of direct reports.
- Develops performance and leadership through support, education, coaching, mentorship, and opportunities to stretch their capabilities.
- Works cooperatively and effectively with others to build consensus, set goals, resolve problems, and make decisions that enhance organizational effectiveness.
- Empowers and engages the team, leveraging their expertise and ideas, and providing opportunities for staff to develop decision-making and problem-solving skills.
- Maintains a culture of team and individual accountability, along with systems and communication tools to ensure an efficient team.

WORK ENVIRONMENT, HOURS & TRAVEL

We have a beautiful office in the woods in Central Ohio and we utilize a Hybrid/Flex policy. You will have a private Executive office, where we would expect to see you several days a week. Our building is ADA compliant.

We have flexibility to meet family and personal obligations and strive for not more than a 45-hour work week for our team. This position requires some evenings and non-traditional hours for community events.

We have Daily Huddles that we conduct virtually because we have found it is more efficient.

Frequent travel city and state-wide. Occasional national travel, especially to Washington D.C.

Supervisory Responsibility

Oversees Director of Consulting, Director of Research, and Director of Communications

Tools

Microsoft Office

HubSpot - tracking new relationships, close rate, and sales pipeline.

Asana - project management software

Harvest - time-tracking app

Benefits

Base salary is \$80,000-90,000 based on skills and experience, plus a generous bonus plan. We offer health insurance, 401K, paid time off, holiday pay, and a beautiful working environment.

Interested candidates should send a cover letter, resume, and salary expectations to mtjones@measurementresourcesco.com. Position will remain open until filled.

Equal Opportunity Employer