



Champions For Learning staff convened to discuss the preferred background, experience, and leadership style that they believe would be the best fit for the individual who will be hired as the organization's next Chief Executive Officer (CEO). These recommendations have been collected and written in this document for the Board of Directors to consider as they begin the search process.

1. Prior CEO experience with a background in education

Champions For Learning staff agreed that it will be critical for the next CEO to be a current or former CEO with a strong understanding of the various departments that compose a nonprofit organization: finance, administration, development, and programs. Specifically, a working knowledge of K-12 education and trends will be important for this individual to be able to step into the CEO role to be able to expand the organization's work and impact. Prior experience in managing and strategizing programs will be critical, as this individual will need to make informed decisions (in collaboration with various departments) regarding the organization's Student Programs, Educator Programs, and Community Engagement initiatives as they relate to Collier County Public Schools and the students and educators being served.

2. Local is preferred but not required

While staff expressed the benefits of hiring a CEO who is local to Collier County and has an intimate knowledge of the particularities of this community, it was believed that the location should not be an absolute requirement for the position. The staff expressed concern that by limiting the search to only Collier County or even Southwest Florida, Champions For Learning could miss a great candidate outside of the area. There was also a concern that by hiring from within the current nonprofit market of Collier County, this individual could have a fixed mindset of what Champions For Learning is, since they could come into the CEO position with preconceived notions.

3. Leading beside staff

More important to hiring someone who is familiar with Collier County is someone who leads from within, not from above. The staff strongly believed that the next CEO would need to exhibit trust and transparency, who both promotes a culture of cross-departmental collaboration and listens critically to staff concerns and feedback to ensure that decisions are being made as an organization, not in a silo. The staff would like a CEO who can provide mentorship and guidance to each and every person who works at Champions For Learning, and who, by doing so, will lead the organization's growth. The next CEO should be a leader that everyone can learn from, who can lead the organization down a path of strategic transformation and future success.