

Chief Executive Officer (CEO)

Women's Bean Project (WBP)

Position Overview:

The CEO of Women's Bean Project is a visionary leader responsible for driving organizational success, enhancing culture, and empowering a high-performing team. Reporting to the Board of Directors, the CEO serves as the primary representative of WBP, guiding its mission of empowering women through social enterprise. This role demands strategic leadership, operational excellence, and deep engagement in external partnerships, fundraising, and advocacy efforts. The ideal candidate embodies a passion for social change, with a proven ability to inspire, strategize, and manage complexity in a rapidly evolving environment.

Key Responsibilities:

As the face of WBP, the CEO provides thoughtful and decisive leadership that blends strategy, innovation, and collaboration to achieve organizational goals. The role centers around three core pillars: **strategic vision**, **team leadership**, and **external engagement**.

Strategic Vision and Organizational Leadership:

The CEO leads the development and implementation of WBP's strategic plan, ensuring alignment with the organization's values and long-term goals. With input from the Board of Directors and senior leadership, the CEO sets the strategic direction, overseeing both program development and business growth initiatives.

This role requires balancing visionary thinking with actionable execution. The CEO analyzes trends, monitors performance metrics, and applies innovative solutions to advance WBP's mission. In moments of ambiguity, they make informed decisions that drive both impact and sustainability.

Team Leadership and Culture Building:

The CEO fosters an inclusive, empowering culture across all departments, ensuring alignment with the organization's core values. They mentor and manage the senior leadership team, driving excellence and accountability throughout the organization.

WBP seeks a leader who nurtures diversity, equity, and inclusion, promoting a workplace where all voices are valued. The CEO actively champions internal equity strategies, ensuring marginalized communities are supported and reflected within WBP's operations and culture. Through collaboration, they inspire teamwork and innovation, creating an environment where employees thrive, and mission goals are met.

Governance and Financial Oversight:

The CEO works closely with the Board of Directors to maintain open communication, providing updates on organizational performance, legal compliance, and strategic initiatives. They collaborate with the Board to review and refine WBP's mission and policies, building consensus and support among key stakeholders.

In addition to leading fiscal management efforts, the CEO ensures operational efficiency and legal compliance, particularly regarding food production standards and worker safety. They oversee the

development and execution of the annual budget, driving financial sustainability while maintaining sound internal controls.

Resource Development and Fundraising:

A key aspect of the role involves building relationships with donors, foundations, and corporate sponsors to secure sustainable funding. The CEO collaborates with the development team to lead major fundraising efforts and capital campaigns, ensuring alignment with WBP's mission and values. They also drive new partnerships and grants, fostering innovative funding streams to support WBP's growth.

The ideal candidate will lead by example, actively engaging with donors and business partners to build lasting relationships. They strategically position the Board of Directors to support fundraising initiatives and leverage community networks to enhance visibility and credibility.

External Relations, Advocacy, and Thought Leadership:

As WBP's chief ambassador, the CEO ensures the organization maintains a strong public presence and positive reputation. They actively seek and represent WBP at key events, conferences, and media engagements, sharing the organization's mission and impact with the community and broader audiences.

The CEO stays attuned to developments in social enterprise and policy, advocating for initiatives aligned with WBP's mission. They cultivate partnerships with local and national organizations to expand WBP's influence and strengthen regional relationships.

Ideal Candidate Profile:

WBP seeks a dynamic leader with the following attributes:

- **Inspirational Leadership:** A demonstrated ability to engage diverse audiences and inspire action through clear communication and purpose-driven leadership.
- **Resilience and Adaptability:** Proven success navigating complex environments and leading organizations through uncertainty and growth.
- **Emotional Intelligence and Integrity:** High emotional awareness and the ability to foster meaningful connections while upholding transparency and trust.
- **Business Acumen and Social Enterprise Expertise:** Experience scaling businesses or nonprofits while balancing mission impact with operational excellence.
- **Innovative Problem Solver:** Creative thinker who uses data-driven insights to solve challenges and identify growth opportunities.
- **Commitment to Equity and Inclusion:** Deep understanding of diversity, equity, and inclusion principles, with a track record of creating inclusive environments.

Qualifications:

- A minimum of 10 years of leadership experience in business, government, or the nonprofit sector, with demonstrated success in strategic planning and execution.

- Expertise in fundraising, philanthropy, and building partnerships with diverse stakeholders.
 - Proven ability to develop and manage high-performing teams, with experience mentoring and supporting leadership at all levels.
 - Strong communication skills, including public speaking, media relations, and written communication.
 - Financial management expertise, including budgeting, fiscal planning, and oversight of complex operations.
 - Familiarity with nonprofit governance practices and a track record of successful collaboration with boards.
 - A bachelor's degree is required, with an advanced degree preferred.
-

Compensation and Benefits:

This position offers a unique opportunity to lead a mission-driven social enterprise and make a meaningful impact.

Compensation includes:

- Salary Range: \$125,000–\$155,000 annually, commensurate with experience and qualifications.
 - Paid Time Off (PTO): Generous accruals based on tenure, starting at 18 days annually.
 - Mental Health Days: 4 paid days per year to prioritize well-being.
 - Holidays: 10 paid holidays, including New Year's Day, Juneteenth, and Christmas.
 - Insurance: Comprehensive health, dental, and vision coverage available from the date of hire.
 - Retirement Plan: SIMPLE IRA eligibility after one year of service.
 - Three – week Sabbatical after five years of service.
 - Professional Development: Includes annual CPR/First Aid training and access to LinkedIn Learning.
-

How to Apply:

If you are a purpose-driven leader passionate about advancing equity and social change through innovative business solutions, we invite you to apply for this exciting opportunity. Submit your resume and a cover letter detailing your alignment with WBP's mission and vision at ceosearch@womensbeanproject.com.

Women's Bean Project is an equal opportunity employer. We encourage applications from candidates of all backgrounds.