

# JOB PROPOSAL

President & CEO



*Trusted Talent Acquisition  
Partner of UMOs, Inc.*

# ABOUT



In 1965, UMOs, Inc. was formed by community and faith leaders who recognized the unmet needs and aspirations of migrant and seasonal farmworkers. While never forgetting its origins and initial population, UMOs, Inc. has expanded its programs and services to assist people of all ethnic, racial, and linguistic backgrounds who struggle to meet their needs and dream of a better life for themselves and their families.

Today, because of the generous support of individual and institutional philanthropists, federal/state/local government agencies, employers, and other nonprofit partners, UMOs, Inc. serves thousands of families every day across Wisconsin, Texas, Missouri, Illinois, Florida, and Minnesota. UMOs, Inc. is a non-profit advocacy organization that provides programs and services that improve the employment, educational, health, and housing opportunities of under-served populations.

By partnering with donors, government agencies, businesses, and other nonprofits, UMOs, Inc.'s dedicated team of professionals provides the individualized child development, workforce development, and other social services families need to *build better futures*.



Spanning across six states, UMOs, Inc. helps thousands of individuals and families annually through various programs and services.

# THE COMMUNITY

Milwaukee, Wisconsin, is a vibrant city nestled along the western shore of Lake Michigan. Known for its rich industrial history, Milwaukee has evolved into a diverse and dynamic cultural hub. The city is famous for its brewing heritage, being home to major beer companies such as Miller and Pabst. Milwaukee is also celebrated for its iconic annual event, Summerfest, which is the world's largest music festival, drawing music enthusiasts from around the globe.

The city boasts a thriving arts scene, with institutions like the Milwaukee Art Museum showcasing a diverse range of artistic expressions. Milwaukeeans take great pride in their sports teams, particularly the Milwaukee Brewers in baseball and the Milwaukee Bucks in basketball. Additionally, the city is recognized for its stunning lakefront scenery, highlighted by the picturesque Milwaukee Riverwalk. With a welcoming community, a strong sense of identity, and a commitment to both tradition and progress, Milwaukee stands as a unique and compelling destination in the heart of the Midwest.



# THE ROLE



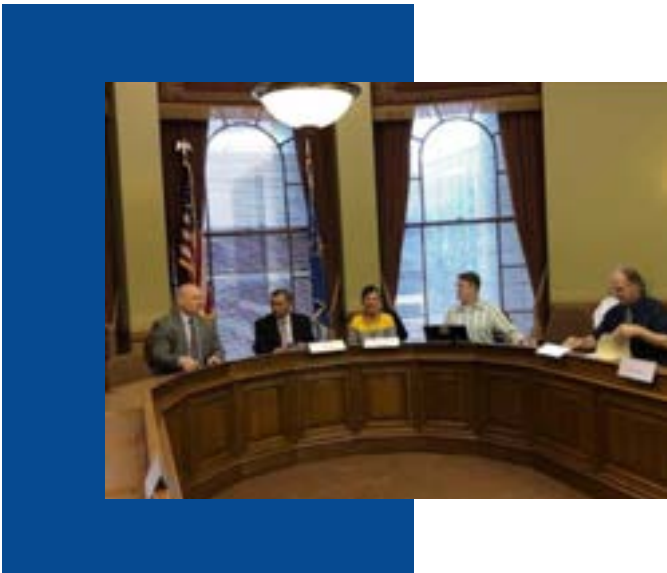
UMOS, a leading nonprofit organization dedicated to empowering individuals and communities through education, advocacy, and social services, is seeking a dynamic and visionary leader to serve as its next President and CEO.

The President and CEO will be responsible for providing strategic direction, executive leadership, and overall management of U.M.O.S. The ideal candidate will have a proven track record in nonprofit leadership, a commitment to social justice, and the ability to drive organizational growth and impact.



# DESIRABLE QUALIFICATIONS

- **Leadership Experience:** A minimum of ten years of progressive leadership experience, including at least five years in a senior executive role within a nonprofit organization.
- **Strategic Vision:** Proven ability to develop and execute strategic plans, with a track record of achieving organizational goals and objectives.
- **Fundraising Expertise:** Demonstrated success in fundraising and resource development, including grant writing, donor cultivation, and partnership building.
- **Advocacy and Community Relations:** Strong interpersonal and communication skills with the ability to represent UMOS effectively in diverse community settings. Experience in advocacy and community engagement is highly desirable.
- **Financial Acumen:** Solid financial management skills, including budgeting, financial analysis, and fiscal responsibility.
- **Commitment to Diversity & Inclusion:** A deep commitment to promoting diversity, equity, and inclusion within the organization and the broader community.
- **Educational Background:** A bachelor's degree is required, and an advanced degree in a relevant field (e.g., nonprofit management, social work, business administration) is preferred.
- **Passion:** Passionate about the organization's mission and a commitment to future endeavors.



# REQUIRED LEADERSHIP COMPETENCIES

- **Coaches and Develops People and Teams:** Spends a generous amount of time coaching, mentoring, and providing helpful feedback to others. Allocates resources for development and creates strategic growth opportunities for individuals across the organization. Creates a development-focused culture by speaking regularly with staff at all levels about their career interests and development.
- **Collaborates Internally and Externally:** Promotes an integrated, collaborative approach to solving challenges by reaching out to and engaging people from other departments, across the Network, and with external partners. Acts as a sounding-board resource for others and reaches out to colleagues to provide support. Looks beyond their own area to make sure the right person or resource is involved in discussions. De-escalates and de-personalizes conflict to find common ground and focus conversations on our shared mission and the people we serve. Preserves others' reputations while addressing issues and concerns.
- **Fosters Innovation:** Ensures that systems and processes are in place to identify new ideas, scan for best practices, share learnings, and drive continuous improvement. Evaluates trends in best-in-class organizations and assesses organizational processes to pursue opportunities for improvement. Mobilizes people across the organization to seek and use innovative internal and external ideas in support of achieving our strategic goals. Contributes to organizational learning by recognizing successful innovations and sharing insights from unsuccessful experimental efforts.
- **Inspires, Motivates, and Influences Others:** Inspires and gets others excited about contributing to our mission to help the people we serve. Seeks to understand what motivates individual staff, members, donors, and other key stakeholders, and uses knowledge to make connections and engage them. Adapts style to motivate and manage others based on their needs and the situation. Celebrates both individual and organizational wins, commending those who take initiative and strive for excellence. Networks strategically and builds key alliances to influence others.
- **Establishes Vision and Crafts Strategy:** Creates function/department strategy and goals that are aligned with organization-wide goals and those of other functions/departments. Identifies and anticipates industry, political, and environmental trends likely to affect operations and proposes appropriate mitigating strategies.

# COMPENSATION & BENEFITS

- A salary (range of \$200,000 - \$220,000) and hiring incentive bonus, subject to government-imposed maximums.
- Employer paid health, dental, life, and disability insurance.
- Retirement plans including 457 deferred compensation and 401(k).
- Executive Plan that includes options and profit sharing (subject to plan maximums).
- Reimbursement for professional membership dues, continuing education credits/conferences/seminars, and business-related travel per the US General Services Administration guidelines.



# HOW TO APPLY



If you or someone you know is interested in applying for the role of President/CEO for UMOs, Inc., email cover letter and resume to recruitment partner Gomez Partners, Inc. at: [Recruiting@DavidGomezPartners.com](mailto:Recruiting@DavidGomezPartners.com) or apply online at: <https://www.davidgomezpartners.com/job-openings/> .

***The deadline to apply is Friday, May 24, 2024.***




## Helping Children Grow

We provide safe, nurturing, and high-quality early childhood education programs



## Improving Quality of Life

Social services, housing, and energy assistance



## Creating Careers

Job training and tuition reimbursement for in-demand, well-paying careers