Monterey Bay
ECONOMIC PARTNERSHIP

# PRESIDENT & CHIEF EXECUTIVE OFFICER

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| **REPORTS TO** | Board of Directors |
| **LOCATION** | Marina, California, in the Monterey Bay region. Must live and work in the region. Weekly travel across Monterey, San Benito and Santa Cruz counties required. |
| **SALARY RANGE** | $**175,000 - $200,000** commensurate with qualifications and experience, plus competitive health and other benefits |
| **ORGANIZATION** | Regional nonprofit with over $2.5 million in annual revenue |

## ABOUT MBEP

Founded in 2015, MBEP is a regional nonprofit bringing together business, government, education, health care and community leaders to advance economic vitality and quality of life across Monterey, San Benito and Santa Cruz counties. Serving a region of more than 750,000 residents and 18 cities, MBEP operates at the intersection of economic development, public policy and regional collaboration. With over $2.5 million in annual revenue, MBEP works to address shared challenges and create opportunities for a more prosperous, inclusive and resilient regional economy.

## THE OPPORTUNITY

MBEP seeks a highly accomplished, strategic and collaborative President & CEO to lead its next chapter of regional impact. Reporting to the Board of Directors, the President & CEO will set strategic direction in partnership with the Board, translate priorities into measurable results, strengthen financial sustainability and continue to position MBEP as the influential catalyst for regional economic progress.

This role calls for a leader with significant business experience who can grow MBEP's membership and revenue while strengthening its partnerships across the region.

## KEY ACCOUNTABILITIES

### Strategic Leadership & Impact

- Develop and execute a focused strategy that delivers measurable progress on regional priorities, including housing, workforce development, broadband, emerging technologies, tourism, agriculture, the arts and new economic opportunities.
- Advance innovative solutions, partnerships and initiatives that expand MBEP's impact and influence.
- Apply an entrepreneurial mindset to strategy, decision-making and execution.

### Membership Growth & Engagement

- Lead membership growth, engagement and retention as a core responsibility of the role.

- Expand private-sector membership and investment, engaging senior business leaders as members, sponsors and partners.
- Maintain and strengthen MBEP's partnerships across business, government, education, health care, nonprofit, community and other sectors.
- Ensure members see clear value from their investment through active engagement, regular communication and visible results.

**Financial Sustainability & Revenue Growth**

- Generate revenue through membership, sponsorships, grants, contracts and strategic partnerships.
- Secure new resources and diversify revenue to support long-term financial sustainability.
- Ensure disciplined financial management and effective resource allocation.

**Organizational Leadership & Performance**

- Build and lead a high-performing team with clear priorities, measurable goals and accountability for results.
- Foster a collaborative, inclusive and innovative culture while ensuring operational excellence.

**Regional Leadership & Advocacy**

- Serve as a trusted and influential voice for the region, building coalitions with leaders across business, government, education, health care and community sectors.
- Advance shared economic priorities through strategic advocacy, partnerships and public engagement. Be present and visible across the region.

**Board Partnership & Accountability**

- Partner with the Board on strategic direction, governance and organizational priorities.
- Establish clear performance measures tied to membership growth, financial health, strategic initiatives and regional impact.
- Report regularly to the Board on progress against these measures and on overall organizational effectiveness.

## HOW SUCCESS WILL BE MEASURED

The President & CEO will set performance measures with the Board in four areas and report on them regularly:

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| **Membership Growth**<br>New and retained members, with growth in private-sector membership and investment | **Financial Health**<br>Revenue growth, diversification across sources and sound financial management |
| **Strategic Initiatives**<br>Progress on priority initiatives against goals set with the Board. Use of convening power to drive initiatives. | **Regional Impact**<br>Collaborative results for the region's economy and residents across all three counties |

## QUALIFICATIONS & EXPERIENCE

- **Significant business leadership (key qualification):** a clear understanding of how businesses operate, a record of growing revenue and organization effectiveness, and the credibility to engage effectively with senior business leaders.
- **Business development:** a record of securing new revenue through memberships, sponsorships, grants, contracts or strategic partnerships.
- **Financial management:** demonstrated results in budget oversight, resource allocation and diversifying revenue.
- **Organizational leadership:** a proven record of building, leading and growing high-performing teams.
- **Strategic execution:** a track record of turning strategy into results and building collaborative coalitions and working groups to deliver projects on time and within budget.
- **Partnership building:** exceptional ability to build partnerships, influence diverse stakeholders and drive collaboration across public and private sectors.
- **Communication:** outstanding communication, judgment and leadership skills, with the credibility to represent MBEP at the highest levels.
- **Sector knowledge:** experience in economic development and public policy.
- **Education:** bachelor's degree; advanced degree preferred.

> *The ideal candidate combines significant business leadership and strategic vision with disciplined execution, entrepreneurial thinking and a demonstrated commitment to achieving meaningful, measurable results.*

## HOW TO APPLY

Please submit your resume and cover letter to **mbepceosearch@gmail.com**. Detailed references will be requested from all finalists.

MBEP is an equal opportunity employer.