



President & Chief Executive Officer (CEO)

Organization: United Way of Concho Valley

Reports To: Board of Directors

Organization Overview

United Way of the Concho Valley is a nonprofit organization dedicated to improving lives and strengthening communities throughout the Concho Valley region of Texas. Through strategic partnerships, fundraising, and volunteer efforts, United Way supports a network of local programs that address critical issues such as education, financial stability, and health—three key building blocks for a strong and thriving community.

Every year, United Way brings together individuals, businesses, and community leaders to identify the most pressing local needs and invest in solutions that create lasting change. Rather than focusing on a single issue or population, United Way takes a holistic approach by collaborating with local agencies to provide resources and services that impact people at every stage of life.

The organization funds a wide range of nonprofit partners and initiatives that help families in crisis, provide educational support to children and youth, promote mental and physical wellness, and ensure access to basic needs like food, shelter, and safety. United Way also facilitates community initiatives such as volunteer engagement, early childhood development programs, and financial literacy workshops.

What sets United Way of the Concho Valley apart is its commitment to transparency, accountability, and community-driven impact. Every dollar donated stays local and is carefully allocated through a volunteer-led process that ensures funds are used effectively to meet real community needs.

Whether you're an individual looking to give back, a company seeking to invest in local solutions, or someone in need of assistance, United Way offers meaningful ways to connect and make a difference. By uniting people and resources, United Way of the Concho Valley helps build a brighter future for everyone who calls this region home.

United Way of the Concho Valley Primary Goals:

- To ensure all children are school-ready by kindergarten and grade-level readers by 3rd grade
- To eliminate child abuse and domestic violence in the Concho Valley.



- To provide access to all persons in need of mental health and substance use services
 - Homelessness Outreach and Prevention
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Position Summary

The President & CEO serves as the chief executive and strategic leader of United Way of the Concho Valley. In partnership with the Board of Directors, the CEO sets vision, advances community impact, drives resource development, and ensures organizational excellence.

The President & CEO serves as the organization's chief executive, providing strategic leadership, operational oversight, financial stewardship, and public representation. This individual will lead fundraising efforts, strengthen community partnerships, guide strategic initiatives, and cultivate a high-performing, mission-focused organizational culture.

The President & CEO champions measurable outcomes, equitable opportunity, innovation, and long-term community investment.

Key Responsibilities

1. Community Impact & Strategy

- Lead the development and execution of a clear community impact agenda aligned with measurable outcomes.
 - Partner with the Board to set strategic priorities and adapt to emerging community needs.
 - Strengthen relationships with senior leaders across business, government, education, faith-based, and nonprofit sectors.
 - Advance capacity-building strategies for funded partners to maximize grant impact.
 - Position United Way as a trusted partner and collaborative leader in West Central Texas.
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2. Resource Development & Revenue Growth

- Serve as the chief fundraiser.



- Drive growth in annual campaigns, major gifts, corporate partnerships, grants, and planned giving.
 - Identify, cultivate, and solicit major donors and strategic partners.
 - Leverage personal and professional networks to expand philanthropic investment.
 - Build a culture of philanthropy among staff and board leadership.
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3. Strategic Governance & Board Partnership

- Serve as the primary advisor to the Board of Directors and its committees.
 - Provide leadership in policy development, governance best practices, and strategic planning.
 - Ensure alignment among the United Way Board and staff leadership.
 - Support board engagement in fundraising, advocacy, and community leadership.
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4. Organizational & Financial Leadership

- Build and lead a high-performing, collaborative team.
 - Ensure fiscal integrity, transparency, and operational excellence.
 - Oversee budgeting, financial planning, compliance, and organizational accountability.
 - Assess organizational capacity and implement systems to support growth.
 - Foster an inclusive and respectful environment across staff, volunteers, and community partnerships.
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Experience & Qualifications

The ideal candidate will demonstrate:

- Senior leadership experience in the nonprofit sector or comparable mission-driven organization.
- Proven success in fundraising and revenue growth.
- Experience managing budgets and aligning multi-year financial strategies.
- Track record of strategic planning and execution.
- Ability to build trust with stakeholders and community partners.
- Experience working across nonprofit, corporate, and public sectors.
- Strong partnership development and conflict management skills.
- Exceptional communication skills (written and verbal).
- High emotional intelligence, integrity, accountability, and sound judgment.
- Intellectual curiosity and willingness to innovate.



- Commitment to the mission of United Way and a passion for strengthening the San Angelo community.
- Location: This is an in-person, in-office position based in San Angelo, TX

Preferred: Advanced degree (MPA, MBA, other related field) and/or CFRE certification.

Compensation & Benefits

Salary Range: \$75,000–\$120,000, commensurate with experience and qualifications.

United Way of the Concho Valley offers a competitive benefits package.

Core Competencies

Visionary Leadership

Provides clear direction grounded in mission and measurable impact. Navigates complexity while maintaining confidence in long-term success.

Strategic & Organizational Leadership

Drives performance, accountability, and growth. Inspires high standards, operational excellence, and collaborative culture.

Influence & Community Presence

Builds and leverages networks elevates visibility, reputation, and investment. Represents United Way with credibility and passion.

Revenue & Business Acumen

Understands financial strategy and diversified revenue models. Engages donors, corporations, foundations, and volunteers to expand support.

Network-Oriented & Partnership-Driven



Values collaboration and leverages relationships at the local, regional, and national levels to advance community impact.

Work Environment & Equal Opportunity

United Way of the Concho Valley is an Equal Opportunity Employer. Employment decisions are based on merit, qualifications, and organizational need. We are committed to fostering an inclusive and respectful workplace.

The responsibilities and qualifications listed above are representative and not intended to be all-inclusive. Reasonable accommodation may be made to enable individuals to perform essential functions.