

NATIONAL SEARCH

Chief Executive Officer



Our mission is to provide young people in our community, especially those who need us most, with a clear path to reach their full potential and pursue their dreams.

Anthem Executive

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THE OPPORTUNITY

The Boys & Girls Clubs of Tucson (BGCT) seeks a transformational and decisive Chief Executive Officer (CEO) to lead the organization through a critical period of change and renewal.

Reporting directly to the Board of Directors, the CEO will act as both a strategic visionary and hands-on operator, while laying the foundation for growth. This leader will build on current momentum to scale impact for youth, strengthen partnerships, and deliver measurable outcomes aligned to BGCT's mission. They must be capable of making decisions with integrity, rallying stakeholders, and inspiring confidence in the organization's mission.

The CEO ensures that BGCT delivers high-quality, impactful youth development programs; secures sustainable resources; fosters strong partnerships; and maintains the highest ethical and professional standards. Experience in leading multi-site youth development organizations is preferred.

ABOUT THE BOYS AND GIRLS CLUB OF TUCSON

For more than 67 years, the Boys & Girls Clubs of Tucson has opened its doors to young people, especially those who need us most, providing a safe, supportive environment where every child has the opportunity to thrive. We believe that all youth, regardless of their circumstances, deserve a clear path to reach their full potential and pursue their dreams.



Operating six Clubhouses across Tucson, we serve over 4,000 youth annually through more than 40 enriching programs focused on academic success, leadership development, character building, and healthy lifestyles. Our Clubs are more than just after-school spaces; they are vital community hubs that offer stability, mentorship, and opportunities.

In addition to high-impact programming, we help combat food insecurity by serving more than 42,000 free meals each year during the school year and summer months. And with a strong emphasis on education and future readiness, 97% of our Club members are expected to graduate from high school, prepared to build bright and successful futures.

As part of our continued commitment to innovation and workforce development, our newly remodeled Holmes Tuttle Clubhouse has been transformed into a Teen Tech & Workforce Readiness Center. This vibrant facility provides hands-on training in technology, digital media, eSports, culinary

arts, and professional development, including resume writing, interview skills, and public speaking. Featuring a modern tech lab and commercial-grade kitchen, the center offers real-world learning opportunities that build confidence, creativity, and career readiness. Designed to serve up to 200 teens, the center is redefining what it means to prepare young people for success in a rapidly evolving world.

At Boys & Girls Clubs of Tucson, we go beyond serving youth; we empower the next generation of leaders, innovators, and changemakers.

KEY ATTRACTORS TO THE ROLE

Real momentum. Step into an organization with an interim-built roadmap and briefing book—pick up speed rather than start from scratch.

High-capacity, engaged board. A committed board ready to partner on strategy, governance discipline, and major-gift fundraising.

Mission with unmistakable local impact. Lead life-changing work for kids and teens—keep youth outcomes front and center while scaling what works.

Brand to protect—and elevate. A respected community brand that's primed for a forward story, deeper trust, and greater visibility.



Platform for program innovation. Big runway in workforce readiness/career pathways and school/employer partnerships to differentiate impact.

Sustainable growth mandate. Move from stabilization to multi-year growth with balanced budgets, clear KPIs, and transparent stewardship.

Team-building authority. Shape a high-performing, mission-driven leadership team and culture—right people, right seats, clear goals.

Operate with modern tools. Standardize planning, dashboards, and board reporting to make wins visible and durable.

Community leadership spotlight. Be a visible civic leader and convener across donors, partners, and influencers to multiply outcomes.

THE POSITION

Key Responsibilities

Transformational Leadership & Strategy

- Lead BGCT through a period of transformational growth, strengthening financial sustainability, operational excellence, and a vibrant organizational culture.
- Design and implement a roadmap that balances immediate priorities (90–180 days) with a bold long-term vision for growth and community impact.
- Evaluate programs, staffing, and facilities to maximize resources.
- Champion a culture of accountability, transparency, and excellence at every level of the organization.

Board Relations & Governance

- Serve as the Board’s trusted partner, providing clear, candid, and data-driven assessments of organizational health.
- Engage the Board in critical decisions, clarifying governance vs. management roles.
- Strengthen Board knowledge, engagement, and capacity to support a high-performing governance model that advances BGCT’s mission.

Financial Stability & Resource Development

- Champion fundraising efforts by re-engaging lapsed donors, cultivating new supporters, and strengthening major gifts, corporate partnerships, and grants.
- Reinforce credibility with funders by ensuring financial transparency and delivering measurable results that are communicated clearly.
- Diversify revenue streams to reduce dependency on a limited set of funding sources.

Operational Excellence & Culture

- Implement systems, processes, and performance measures to ensure operational effectiveness.
- Elevate staff morale, providing stability and direction.
- Strengthen safety, compliance, and risk management practices across all Club sites.

Community Engagement & Advocacy

- Serve as the public face of BGCT, building trust among community stakeholders, families, partners, and the media.



- Clearly communicate the organization’s direction and progress to bolster confidence.
- Build partnerships/relationships with schools, local government, businesses, and other nonprofits to increase visibility and impact.
- Advocate for youth development and position BGCT as a trusted community asset.

Top Leadership Opportunities

Lead in the development of the next multi-year Strategic Planning process - to provide the roadmap ahead and to accelerate growth in Club membership.

Deepen donor & community confidence — engage emeritus, partners, and influencers; expand stewardship, transparent reporting, and major-gift traction.

Protect and elevate the brand with mission-first storytelling — keep kids/outcomes at the center while projecting stability and impact.

Strengthen governance & board partnership — tighten cadence, KPIs, and committee discipline with a high-capacity board.

Lock in durable financial sustainability — deliver balanced budgets, multi-year forecasting, and disciplined resource allocation.

Lead with program excellence & relevance — scale high-impact offerings (e.g., workforce readiness) using data to improve outcomes.

Build a high-performing, accountable team — right people/right seats, clear goals, coaching, and a culture of belonging.

Modernize the operating backbone — standardize planning, dashboards, and board reporting to make progress visible and durable.



Candidate Profile

Education & Experience

- Bachelor’s degree required; advanced degree in nonprofit management, business administration, or a related field preferred.
- Minimum of 5–7 years of progressively responsible leadership experience, with at least 3 years in a senior executive or CEO role in a nonprofit, education, or youth-serving organization, preferably in a turnaround, restructuring, or high-change environment. Equivalent experience in other related organizations may be considered.

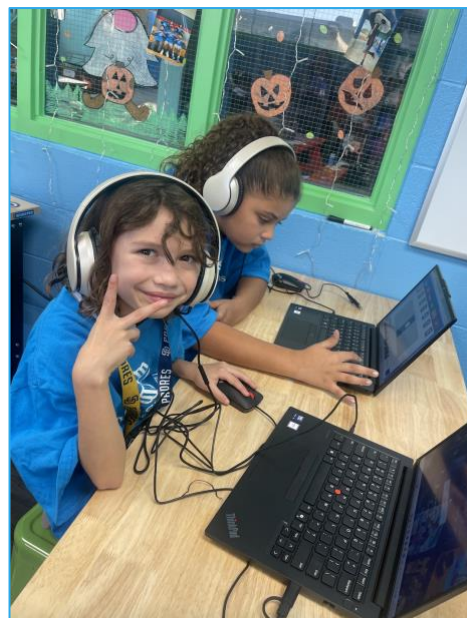
- Demonstrated success in fundraising, financial management, and board relations.
- Proven record of financial stabilization and revenue growth.
- Strong fundraising background with demonstrated success in major gifts and donor re-engagement.
- Experience working with or within Boys & Girls Clubs or similar youth-serving organizations strongly preferred.

Leadership Competencies

- Courageous and decisive leadership with the ability to make tough, timely decisions.
- Proven change management skills and the ability to advance a board-approved financial stability plan.
- Strong financial acumen, including turnaround budgeting, cash flow management, and fiscal discipline.
- Exceptional communication and interpersonal skills to inspire trust among staff, donors, and the community.
- Skilled in building organizational culture rooted in accountability and resilience.

Personal Characteristics

- Mission-driven, with a deep passion for youth development and the Tucson community.
- A protector of the brand and the BGCT mission.
- Transparent, candid, and ethical leader who values accountability.
- Resilient, resourceful, and energized by complex challenges.
- Inspiring communicator who can rebuild trust internally and externally.
- Results-driven, pragmatic, and action-oriented, with a focus on execution.



NOMINATIONS & APPLICATIONS

The Board and Search Committee invite letters of interest and nominations to be submitted directly to the search firm Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to Scott Watson, Michael Ballew, Mike “J.R.” Wheless, or Florene Stawowy at:

BGCTCEO@anthemexecutive.com

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BGCT is an equal opportunity employer. BGCT is committed to the spirit and letter of all federal, state and local laws and regulations pertaining to equal opportunity. To this end, BGCT does not discriminate against any individual with regard to race, color, religion, sex, national origin, age, disability, veteran status or other federal, state, or local protected status. This Policy extends to all terms, conditions and privileges of employment, as well as the use of all BGCT facilities.

No form of unlawful discrimination, including unlawful harassment, will be tolerated.