

Position and Candidate Specification



Chief Executive Officer

PREPARED BY:

Leslie Hortum
David A. Wick
Ellen E. Pennow

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The Greater Washington Partnership (GWP) is a civic alliance of the region's leading employers who are committed to fostering unity and making the Capital Region—from Baltimore to Richmond—the best place to live, work, and thrive. The partnership believes inclusive economies create better futures for everyone, helping build resiliency, attract talent, and stimulate investment.

The Goal

GWP's goal is to develop the communities from Baltimore to Richmond into a national model for advancing equitable economic solutions. As the 3rd largest regional economy in the USA and the 7th largest in the world, the National Capital Region has the diverse talent, jobs, transportation, and innovation ecosystem needed to thrive; the Greater Washington Partnership's intention is to ensure the region meets its full potential.

The Focus

GWP is focused on the super-region from Baltimore to Richmond and on catalyzing super-regional collaborations and solutions because:

- Scale matters in the global competition for ideas, investment, and people.
- The region's people travel across jurisdictional boundaries for jobs, school, and life.
- The region's economic futures are increasingly intertwined – when one wins, everyone wins.

Initiatives

- **Inclusive Growth**: Inclusive growth is economic growth that creates a prosperous, equitable, and resilient society for people of all backgrounds and incomes across the Capital Region, particularly for those facing the greatest barriers, by broadly expanding economic opportunity and enhancing quality of life. Closing the racial wealth gap in the Capital Region has the potential to unlock an estimated \$35-50B in GDP by 2028. The Greater Washington Partnership applies an inclusive growth lens in all its work – from transportation and infrastructure to equitable education opportunities – and recognizes the need for active cross-sector collaboration to combat systemic racism and discrimination and to increase investment in underserved populations. To support this effort, in late March 2022, [GWP announced a \\$4.7 billion commitment](#) from 25 companies over the next five years to increase the diversity of Capital Region businesses and workers.
- **Regional Mobility and Infrastructure**: GWP built the region's first CEO-led blueprint to advance regional mobility and infrastructure solutions that lower physical barriers to accessing opportunity and improving quality of life. Together, with regional partners, GWP is working to deliver results and, in turn, enable the most inclusively growing region in the country.
- **Skills and Talent**: GWP is working to build the most diverse digital tech workforce in the country by aligning what employers need with what educators teach, so that all Capital Region residents can see clear pathways to careers. As part of this effort, Collaborative of Leaders in Academia and Business (CoLAB) is an action-oriented partnership of business and academic institutions that develops the talent pipeline for the jobs of today and tomorrow.

FURTHER INFORMATION

The Greater Washington Partnership is headquartered in Washington, D.C., with a \$6 million annual budget and 25 full-time staff. For further information, please visit <https://greaterwashingtonpartnership.com/>.

The Chief Executive Officer (CEO) of the Greater Washington Partnership works with the Board of Directors to advance and enhance the organization's strategic vision and execute its strategic business plan. The CEO is responsible for the leadership, direction and overall management of the organization and its resources, including the recruitment, retention and motivation of a high-performing team. This leader oversees the organization's budget and allocates resources to ensure maximum impact on behalf of the organization.

The CEO is the primary spokesperson for the Greater Washington Partnership and the regional business community and will be a frequent speaker and commentator in multiple public settings and with media. This leader will articulate and enhance the Partnership's value proposition to leaders who are both currently engaged and considering becoming engaged, ensuring that the organization maintains and grows its base of CEO involvement and related financial support.

KEY RELATIONSHIPS

Reports to Greater Washington Partnership Board of Directors

Direct reports Chief Administrative Officer
Chief Growth Officer
Chief Legal Officer
Chief Marketing Officer
Vice President, Government Affairs & Infrastructure
Vice President, Inclusive Growth & Talent Initiatives

Other key relationships Regional business community
Regional education and nonprofit community
Relevant government stakeholders
Other related organizations

DESIRED OUTCOMES

- The Capital Region is the most economically successful region in the world in the next 20 years and the best place to live, work, and play due to sustained and inclusive growth.
- The Partnership is the voice of cross-sector economic growth for the region, with strong CEO engagement and convening power at the highest levels across the business, government, higher education, and nonprofit sectors.
- The organization has a sustainable, long term financial model and strategic plan that will support its operations and initiatives for the foreseeable future.
- To make the region attractive for both current and prospective employers and to provide opportunities for residents and others to build a career/future in this region.

The ideal candidate will be a passionate supporter of economic and inclusive growth in the Capitol Region and will capably leverage the collective impact of the high-powered, cross-sector Partnership to help drive this growth. This executive will have held significant executive leadership positions, ideally in the region, and will have interacted at a high level across sectors. The successful candidate will bring a servant leader approach, a results orientation, and a strong commitment to building a thriving work environment.

IDEAL EXPERIENCE

Senior executive leadership experience

A track record of accomplishment as a senior executive leader in business, government, and/or the non-profit sector, with experience managing an organization of similar size, scope, and complexity.

Regional understanding and networks

A strong profile in the Capital Region and relevant relationships in the business community and other sectors.

Experience serving as the face and voice for an industry, issue, or cause

Experience as a spokesperson to the media, government, and industry at the highest levels; a compelling personality and an effective advocate to a range of stakeholders.

Experience with non-profit boards

Has worked with, or sat on, a non-profit board.

CRITICAL LEADERSHIP CAPABILITIES

Collaborating and Influencing

- Quickly engages and develops trusted relationships with the Partnership Board of Directors in order to build alignment on the organization's agenda.
- Serves as a compelling and credible spokesperson, capably telling the region's story to the business, government, and nonprofit communities to promote inclusive regional growth.
- Articulates the Partnership's value proposition effectively and compels new and existing leaders at the highest levels to stay – or become – invested and engaged.

Acting Strategically

- Works with the Board to craft the Partnership's long-term strategic plan, translates the plan into a clear direction for the team, and drives its successful execution.
- Ensures ongoing support for the organization and its initiatives through a sustainable, long-term financial model, including a value proposition for different levels of membership and a diversification of revenue sources.
- Anticipates future challenges and opportunities, proactively considers the implications of policy dynamics and regional realities and adjusts the organization's direction accordingly.
- Challenges assumptions and conventional wisdom with specific, supported, reasoned proposals.

Leading People

- Effectively communicates the organization's long-term direction to all relevant stakeholders and collaborates with the team on how to reach it.
- Delegates strategic objectives to the whole team with clear and explicit intent and calls upon team members to contribute to the best of their ability; focuses on the team's growth and development as a group and as individuals.
- Builds a healthy organizational culture with independent and open communication among team members and between the Partnership's leadership and other stakeholders.
- Engages, inspires, and motivates the team to meet and exceed their commitments.

APPLICATIONS AND NOMINATIONS

If you wish to submit application materials or nominate someone to serve as the next CEO of the Greater Washington Partnership, please email GWPCEO@SpencerStuart.com.