



Job Title: Chief Strategy Officer

Location: Jackson, MS

Reports to: CEO/President

Classification: Full Time Associates (Exempt)

Supervisory Function: Yes

Job Summary:

The Chief Strategy Officer (CSO) will play a pivotal role as part of the senior leadership team at the Foundation during an exciting time of transformation following the board of directors' recent approval of a comprehensive five-year strategic plan. This is a unique opportunity to influence and shape the future of a premier philanthropic organization. The CSO will lead the development, communication, and execution of the Foundation's strategy, ensuring alignment with its mission, vision, and organizational objectives, while considering market trends and financial goals. Working closely with the CEO and executive team, the CSO will drive strategic growth initiatives, identify new opportunities, and enhance overall performance, positioning the Foundation for long-term success and impactful change in the communities it serves.

Key Responsibilities:

Strategic Planning & Execution:

- Lead the development and implementation of short- and long-term business strategies.
- Analyze market trends, competitor activities, and industry shifts to identify strategic opportunities.
- Ensure strategic initiatives are aligned with the company's vision, mission, and business goals.

Collaboration with Leadership:

- Work closely with the CEO, executive team, and other key stakeholders to establish business priorities and goals.
- Foster collaboration across departments to support cross-functional strategic alignment.
- Provide strategic advice and counsel to the CEO and senior leadership team.

Business Development & Growth:

- Identify new business opportunities, markets, and partnerships to drive growth.
- Lead mergers, acquisitions, and other business development activities as required.
- Oversee strategic investments, joint ventures, and potential divestitures.

Performance Monitoring & Reporting:

- Monitor the execution of strategic initiatives and ensure they deliver desired results.

- Prepare reports and presentations on the progress of strategic goals for the board of directors and other stakeholders.
- Analyze key performance metrics to assess the success of strategic initiatives.

Market & Competitive Analysis:

- Conduct market research and competitive analysis to understand industry trends and threats.
- Provide insights into market positioning and recommend adjustments to the strategy as necessary.

Risk Management:

- Identify potential risks to business strategy and growth, developing mitigation plans where necessary.
- Ensure that strategic decisions are informed by risk management practices.

Leadership & Team Development:

- Build and manage a high-performing strategy team, providing guidance and leadership.
- Foster a culture of innovation, collaboration, and strategic thinking within the Foundation.

Competencies Required:

- **Strategic Vision and Execution:** Provides strategic direction and oversight to ensure effective execution of organizational goals, utilizing sound judgment rooted in a deep understanding of the mission, values, and strategic priorities. Anticipates challenges and opportunities, making informed decisions that drive the organization's vision forward.
- **Expertise and Innovation:** Recognized as a thought leader in their specialized area, leveraging expertise to shape strategy, drive innovation, and address complex challenges, while mentoring emerging leaders to cultivate a culture of continuous improvement and excellence.
- **Research and Data Driven Decision Making:** Leads research and analysis initiatives to inform strategic planning and resource allocation, synthesizing complex data into actionable insights that guide the leadership team and board. Champions evidence-based decision-making, fostering a culture of inquiry and learning organization-wide.
- **Effective Communication:** Communicates the organization's vision, goals, and strategies effectively to inspire and engage stakeholders at all levels. Builds collaborative relationships and navigates challenging conversations with diplomacy, demonstrating emotional intelligence and empathy.
- **Compelling Written Communication:** Develops and disseminates clear and engaging written materials that articulate the organization's mission and impact. Crafts persuasive proposals and presentations for funders and partners, ensuring consistency in messaging that aligns with the organization's brand and values.
- **Team Leadership and Development:** Cultivates a culture of accountability and excellence within the team, empowering members through mentorship and growth opportunities. Promotes diversity, equity, and inclusion, recognizing and leveraging the unique talents and perspectives of each team member to drive organizational success.

Qualifications:

Education: A master's degree in business administration, Finance, Economics, or a related field is required. Advanced degrees preferred.

Experience:

- 10+ years of experience in strategic planning, business development, or management consulting, with at least 5 years in a senior leadership role.
- Proven track record in leading strategic initiatives and driving business growth.
- Experience in managing cross-functional teams and working with senior executives.

Skills: Strong knowledge of Excel, Microsoft 365, and Adobe.

- Deep understanding of market trends, competitive landscapes, and industry dynamics.
- A successful track record in setting priorities, shaping processes, guiding investment in people and systems, and developing an infrastructure that creates a stronger and more efficient organization.

Ethics & Integrity:

- High level of professionalism and ethical standards, with a commitment to confidentiality and integrity in managing sensitive information.
- Strong understanding of regulatory requirements and adherence to compliance guidelines.

Salary Range: \$73,500 USD to \$120,000 USD

Benefits: Competitive salary and benefits: 401(k) retirement savings and planning, medical, dental, vision, life AD&D, vacation, medical, and paid holidays. Other benefits include cell phone and gym reimbursement, education assistance, and professional development.

Qualified applicants should submit a letter of interest and resume to careers@fndmidsouth.org. All materials should be addressed to the attention of Meshelle Rawls, VP of People & Culture. Candidates invited to move forward in the hiring process should be prepared to submit a writing sample and references.

Physical Requirements and Working Conditions. This position is primarily in an office setting and may require occasional travel.

This job description may not be inclusive of all assigned duties, responsibilities, or aspects of the job described. It may be amended at any time at the sole discretion of the Employer. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions.

This position requires a valid state driver's license, safe driving record, reliable transportation, and insurability through our vehicle insurance carrier.

The Foundation for the Mid South is an Equal Opportunity Employer committed to diversity. We believe that no one should be discriminated against because of their differences, such as age, disability, ethnicity, gender, gender identity and expression, religion, or sexual orientation. All employment decisions shall be made without regard to age, race, creed, color, religion, sex, national origin, ancestry, disability status, veteran status, sexual orientation, gender identity or expression, genetic information, marital status, citizenship status, or any other basis as protected by federal, state, or local law.

About the Foundation:

Founded in 1990, the Foundation for the Mid South is a regional foundation that improves individuals and communities by bringing people together, strengthening communities, and multiplying resources. By working with a wide range of resources, skills, and talents, the Foundation strives to nurture families and children, improve schools, and build economies for all throughout Arkansas, Louisiana, and Mississippi. For more information, please visit www.fndmidsouth.org.