

LEADERSHIP *Philadelphia*

CEO Position Description

Lead at the Center of Philadelphia's Civic Power

This is a rare opportunity to stand at the very center of leadership in Philadelphia.

As CEO of LEADERSHIP Philadelphia, you will convene, influence, and mobilize the people who shape the city's future—across business, government, and the nonprofit sector. Nearly 5,000 leaders call LEADERSHIP Philadelphia their civic home, including dozens of the most prominent leaders in government, business, nonprofit, and civic life. The next CEO will inherit a respected institution, credibility across sectors, relationships at the highest levels, and the ability to pick up the phone and open doors citywide.

If you are a trusted connector, an entrepreneurial leader, and a civic-minded executive who wants to shape Philadelphia's next chapter, this role offers a platform unlike any other in the region.

About LEADERSHIP Philadelphia



Founded in 1959, LEADERSHIP Philadelphia is the city's premier civic leadership development organization and the national model for community leadership programs in cities and states across



the United States. Its mission is to mobilize and connect leaders from the private, nonprofit, and government sectors to serve the Philadelphia community.

For more than six decades, LEADERSHIP Philadelphia has convened, educated, and inspired diverse cohorts of professionals to collaborate and take action on the city's most pressing challenges. The organization's impact is visible throughout Philadelphia's civic landscape—in boardrooms, city agencies, nonprofits, and neighborhoods.

Today, LEADERSHIP Philadelphia stands at a pivotal moment: strong brand equity, a powerful alumni network, and an urgent opportunity to deepen its civic impact and broaden cross-sector partnerships.

The Opportunity

The CEO of LEADERSHIP Philadelphia holds one of the most influential nonprofit leadership roles in the city. This is a platform role—combining visibility, trust, and convening power.

The next CEO will:

- Serve as Philadelphia's most visible and trusted civic connector
- Lead and grow the premier civic leadership program in the country
- Activate a 5,000-person alumni network as a force for civic impact
- Partner with top leaders across government, business, and philanthropy
- Shape the future of civic leadership in Philadelphia
- The right leader will find that every door is open—and that the role offers both the responsibility and the privilege of stewarding the city's leadership ecosystem

Responsibilities

- Clearly communicate a compelling vision for LEADERSHIP Philadelphia's future and position the organization for sustained growth and civic impact.
- Cultivate and nurture new and existing strategic partnerships and relationships with key collaborators and external stakeholders.
- Jump-start a fundraising strategy that will grow a diverse portfolio of earned income, corporate sponsorships, major gifts, an annual fund, and grants.
- Design a strong campaign that activates our 5,000 alumni to increase their participation in civic engagement in the city and in the organization's growth.
- Manage, enhance, and expand cutting-edge leadership programs to maintain LEADERSHIP's standing as the region's premier civic engagement and leadership development organization.
- Develop and manage the yearly budget and P&L with fiscal responsibility, while creating new revenue sources to sustain the organization's financial health.

LEADERSHIP *Philadelphia*

- Manage, mentor, and support a professional team, promoting teamwork, care, and performance in a collaborative, mission-focused environment.
- Collaborate effectively with the Board of Directors on governance matters and the implementation of a new strategic plan.
- Assess and align the organization's technology capabilities to better support fundraising effectiveness, alumni engagement activities, and program delivery.
- Promote inclusive values and model empathetic leadership in all aspects of the job.
- Serve as the city's most visible and trusted connector – and LEADERSHIP Philadelphia's primary spokesperson – with the media and across the business, nonprofit, and government sectors to promote LEADERSHIP's mission, advance civic needs, and meet organizational objectives.

Key Qualifications

Education

Bachelor's degree required; advanced degree is a plus.

Experience

- Minimum 10 years of progressive leadership experience
- Demonstrated success in nonprofit management, preferably in leadership, education, or civic engagement organizations
- Proven track record in fundraising with documented success in:
 - Corporate partnership development
 - Securing major gifts (\$25,000+)
 - Grant writing and management
 - Annual fund and special event management

Core Competencies

- **Mission Driven:** Demonstrated commitment to civic leadership, community engagement, and leadership development. Prior affiliation with LEADERSHIP Philadelphia is a plus.
- **Entrepreneurial:** Has experience building and growing organizations; makes things happen.
- **Inspirational:** Exhibits strong public presence and demonstrates excellent interpersonal and communication skills.
- **Vision and Operational Know How:** Proven success in both setting and executing short-term and long-term strategic direction for organizations; takes a hands-on approach to operations, i.e., willing to roll up sleeves.
- **Skilled Fundraiser:** Strong record of success raising money from different sources, including major individual donors, corporations, and public foundations.
- **Financial Acumen:** Exceptional financial and business acumen, including demonstrated ability to manage P&L, budgets, and resources with rigor.

LEADERSHIP *Philadelphia*

- **Relationship Builder:** History of building trust with others quickly and easily through sincere and authentic behaviors and collaborative skills.
- **Connector and Influencer:** Connected and respected in local private, non-profit, and/or government circles. Known for the ability to influence a broad range of constituencies, including corporate executives, civic leaders, government officials, team members, and community partners.
- **Inclusive & Empathetic Leadership:** Has built and led diverse high-performing teams, cultivates trust, displays excellent listening skills, manages with kindness and care, demonstrates openness to feedback, holds self and others accountable, and sets clear direction and objectives.

Compensation & Benefits

Competitive executive compensation package commensurate with experience, including:

- Estimated base salary: \$175,000 (based on experience and qualifications)
 - Comprehensive benefits package
- Professional development opportunities
- Flexible hybrid work arrangement

Work Environment

This position is based in Center City, Philadelphia, with a hybrid work environment combining in-office collaboration, in-person events, and remote work flexibility. The CEO must be available for frequent citywide travel for programs and donor cultivation, evening and weekend events, and occasional state and national travel for conferences and peer learning opportunities.

To Apply

Qualified candidates should submit the following materials to Andrew C. Wheeler, Lincoln Leadership, at awheeler@lincolnleadership.co:

- Cover letter sharing specific qualifications and vision for Leadership Philadelphia's future
- Current résumé with applicable experience
- References upon request

The position will be open until it is filled. However, for best consideration, please apply by February 28, 2026.