



# CEO Opportunity

**In collaboration with GTM Talent, Embarc is seeking an inspiring and visionary leader to serve as our next CEO.** This is a unique opportunity for a strategic, mission-driven individual to guide Embarc through its next stage of growth, ensuring long-term sustainability and expanding our impact beyond Chicago. The CEO will create and execute a strategic plan, drive fundraising efforts, strengthen internal leadership, and broaden our reach.

## About Embarc

Since inception in 2010, Embarc has been a pioneering nonprofit in Chicago dedicated to transforming students' lives through experiential learning. We have served nearly 8,000 students who have achieved an average 95% graduation rate and 90% overall postsecondary success. Embarc has grown from serving 25 students in 2010 to nearly 4,000 students in the 2022-2023 school year in 18 high schools across Chicago Public Schools (CPS). Poised for national expansion and deeper impact, Embarc offers an exciting opportunity for a CEO ready to shape our future.

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## Key Responsibilities

### 1. Strategic Leadership & Organizational Growth

- Develop and execute a 3–5-year strategic plan in collaboration with the board and senior leadership team, with clear benchmarks and financial projections.
- Establish a roadmap for national expansion, identifying key markets and building strategic partnerships.
- Ensure that Embarc's experiential learning model is scalable, sustainable, and impactful, maintaining high-quality programming as it grows.
- Provide thought leadership on education, equity, and social impact, further solidifying Embarc as a national leader in experiential learning.

### 2. Fundraising & Financial Sustainability

- Lead efforts to meet and exceed quarterly and annual fundraising targets, ensuring a strong financial foundation.
- Cultivate and strengthen relationships with major donors, corporate partners, and foundations, ensuring at least 80% donor retention.
- Develop and execute a multi-year fundraising strategy to increase annual fundraising to \$15M+ by 2027.
- Explore new revenue streams, including earned income models, sponsorships, and strategic partnerships.

### **3. Team Leadership & Culture Development**

- Build strong relationships with senior staff and align the team around Embarc's vision and strategic goals.
- Lead the search and hiring process for a Chief Development Officer (CDO) (if unfilled) to strengthen the organization's fundraising capacity.
- Foster a high-performance, inclusive, and mission-driven culture, ensuring staff development and engagement.
- Implement leadership development initiatives that build internal capacity and support long-term sustainability.

### **4. External Relations & Advocacy**

- Serve as the public face of Embarc, building relationships with key stakeholders, including education leaders, policymakers, corporate partners, and media.
  - Advocate for policies and initiatives that support educational equity and experiential learning.
  - Expand Embarc's visibility and influence at local, regional, and national levels.
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## **Ideal Candidate Profile**

The ideal candidate for the CEO role at Embarc will have the following qualities and competencies:

### **Executive Leadership**

- 3+ years recent experience in an Executive Director, CEO, or Board Chair role with a nonprofit (\$5M+ revenue) or over 10 years of proven executive success in the for-profit sector (organizations of 50+ employees) preferably in fast-paced early-stage companies coupled with leadership experience in the nonprofit sector.

### **Visionary Leadership**

- Proven ability to develop and execute a strategic plan, with a focus on continued innovation, business expansion, and growth.
- An innovative mindset, capable of identifying new opportunities and adapting to challenges.
- Passionate about educational equity, experiential learning, and student success. Demonstrates a high tolerance for ambiguity and calculated risk-taking, effectively transforming challenges into opportunities for strategic growth and innovative solutions.

### **Fundraising & Financial Acumen**

- A track record of successfully raising and managing multi-million-dollar budgets.
- Experience securing major gifts, grants, and corporate partnerships.
- Strong budget management skills and the ability to drive revenue growth.
- Experience driving new revenue streams, including earned income models, sponsorships, and strategic partnerships.

### **Stakeholder Engagement & Advocacy**

- Strong relationship-building skills with donors, community leaders, policymakers, and corporate partners.
- A compelling public speaker who can advocate for Embarc's mission and impact.
- Deep connection to the communities Embarc serves, ensuring equity and inclusion remain at the center of decision-making.

### **Entrepreneurial & Results-Driven Mindset**

- Experience leading a fast-growing organization or initiative, with a focus on scaling impact.
  - Strong operational and project management skills, ensuring efficiency and effectiveness.
  - Ability to set and achieve ambitious goals, with a data-driven approach to decision-making.
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### **Compensation & Work Environment**

- Location: Chicago-based.
  - Compensation: Salary Range - \$200K-\$220K with additional bonus potential.
  - Benefits: Comprehensive benefits package, including health, dental, vision, 401K with Company match, wellness stipend, generous PTO program, and professional development opportunities.
  - Work Culture: Embarc is committed to fostering an inclusive, mission-driven, and high-impact work environment.
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### **To Apply**

Interested candidates should send resume and cover letter to [applications@gtmtalent.com](mailto:applications@gtmtalent.com)

*Embarc is an equal opportunity employer. Embarc evaluates applicants for employment on the basis of qualifications, merit, and work related criteria without regard to race, color, religion, sex, national or ethnic origin, age, sexual orientation, mental or physical disability, pregnancy, childbirth, medical condition, marital or familial status, family responsibilities, veteran status, personal appearance, political affiliation, matriculation, or any other characteristic protected by law. All applicants will receive consideration for employment regardless of such status.*

*Please note all offers of employment are subject to and contingent upon the successful completion of a background check.*