Social sector leaders check-in at Mission Capital’s 2016 conference.

Austin Mayor Steve Adler and ABC News Chief Political Analyst and Mission Capital Board Member, Matthew Dowd, discuss social impact at Mission Driven 2015.

One of Mission Capital’s areas of focus: partnering with organizations to create a Central Texas where all children thrive.
The Organization

Mission Capital combines human, financial, intellectual, social, and political capital to fuel the efforts of mission-driven people and organizations determined to solve big community problems in the greater Austin area and beyond. Mission Capital is passionately committed to leveraging these unique assets to foster an integrated social sector that connects leaders from nonprofits, philanthropy, business, and government and multiplies their impact on social issues.

Originally founded in 2001 and previously known as Greenlights for Nonprofit Success, the organization established itself as a trusted resource for the nonprofit community, providing capacity building services to thousands of nonprofit organizations. In 2014, Greenlights merged with Innovation+ (a Social Venture Partners affiliate), bringing together nonprofit experts who are passionate about strengthening the sector with a dynamic network of engaged philanthropists and business leaders. To clearly reflect this powerful combination of people, expertise, and resources, and the new organizational model for delivering social impact it represents, Greenlights became Mission Capital in 2015.

Today, Mission Capital is an indispensable partner to Austin’s social sector. Its committed board and staff believe in a “success equation” where great nonprofits + strong leaders + mission-driven funders + strategic, cross-sector collaborations = solving our most daunting community challenges. The organization works toward its vision in the following ways:

- Through its diverse service offerings—professional consulting services for nonprofits, learning and leadership development courses, social sector research, and membership network—Mission Capital provides critical tools, guidance, and support to mission-driven people and organizations at various stages of their development.
- As the Austin chapter of Social Venture Partners International, Mission Capital engages a vibrant network of business leaders and entrepreneurs who actively advise and invest in Austin’s most promising social impact organizations. The Mission Accelerator is one example of the ways in which Austin Social Venture Partners invest their time, talent, and resources to help scale the impact of Central Texas nonprofits poised to grow to the next level.
- The types of problems many communities face cannot be solved by a single person, organization, or idea. Mission Capital creates new possibilities for systems-level solutions by leading and investing in multi-year, cross-sector aligned impact efforts such as The Travis County Collaborative for Children.

Based in Austin and reporting to the board of directors, the CEO will oversee a talented team of 24 professionals, a $3M budget, a nonprofit membership of 500+ member organizations, a Social Venture Partner (SVP) network with 100 partners, and multiple lines of business that help amplify the social sector’s impact.
Austin boasts a nonprofit sector with nearly $10 billion in assets, an ethos of collaboration, and a highly entrepreneurial spirit. With this unique combination of attributes, it is not surprising that Austinites embrace the city’s civic aspiration to be the “social innovation capital of the world.”

Austin has emerged as one of the fastest growing cities in the United States. The attraction to Austin is easy to understand: the city has a booming tech industry, more live music venues per capita than anywhere in the nation, a burgeoning restaurant scene, serves as the state capital, is home to University of Texas, and has an average of 228 days of sunshine a year. Welcoming to the new energy and talent relocating in large numbers, Austin continues to maintain the laidback, family-oriented atmosphere that locals know and love. Yet, like many US cities, Austin’s growth has exacerbated significant social challenges including a lack of affordable housing, the suburbanization of poverty, and growing income inequality. Mission Capital is focused on having a growing and measurable impact on these difficult, community-wide issues.

The new Mission Capital CEO will have an exceptional opportunity to lead a dynamic and well-respected organization with a proven track record of identifying and accelerating collaborative, multi-sector approaches to addressing complex social challenges. The CEO will work closely with the board to formulate a bold vision that continues to leverage Mission Capital’s considerable assets and relationships in ways that multiply the impact of Austin’s social sector. The organization’s formidable network—dedicated and skilled staff, a prominent board, Social Venture Partners, non-profit members, innovative funders, and community partners—harnesses the passion and expertise of some of the brightest minds and most creative thinkers in Austin. When combined with Mission Capital’s deep expertise building the capacity of nonprofit organizations and its own leadership around aligned impact, the potential to reshape how vexing social problems are solved is unlimited.
Key Priorities and Responsibilities

The new Chief Executive Officer will have overall strategic and operational responsibility for Mission Capital’s staff, programs, future strategy, and fulfillment of its mission. Key priorities in the CEO’s first year include:

**Strategic Vision**
- Develop a bold and thoughtful vision to guide the organization’s evolution by leveraging Mission Capital’s distinct assets and its position at the leading edge of social sector innovation and impact.
- Work closely with the board and staff to forge the vision into an actionable strategic plan that delivers measurable impact in a fiscally responsible manner.

**Inspiring Community Engagement**
- Serve as the public face and key spokesperson for Mission Capital, representing the organization with credibility and enthusiasm, leveraging its strong brand, and clearly communicating its vision and value proposition.
- Continue to deepen relationships with diverse community stakeholders (nonprofit and for-profit leaders, funders and individual donors, public officials, and advocacy groups) to advance initiatives, partnerships, and increase earned and contributed revenue.
- Recruit, inspire, and steward SVP partners to maximize their social impact and further deepen their engagement.

**Staff and Board Leadership**
- Lead the staff and board with vision, strong managerial skills, a focus on team culture, and full transparency.
- Reinforce a culture of empowerment and accountability that enables the senior leadership team to perform at its best, bringing their content expertise fully to bear, and driving them to action.
- Support each program area and facilitate opportunities for staff professional development and growth.
- Build strong relationships with board members, actively engaging them in governance and strategically deploying their strengths and interests in support of the organization.
- Embrace and exemplify Mission Capital’s core values of collaboration, service excellence, trust, learning, innovation, and connectedness in all interactions with staff and board.
The Ideal Candidate

A mission-driven, business-minded leader who is comfortable at the intersection of the nonprofit, for-profit, and public-sectors; the ideal candidate is a multi-sector athlete with a demonstrated track record collaborating with diverse partners. The new CEO is an optimist and visionary who motivates others and is excited by the possibilities for solving major social challenges that are sector-agnostic. S/he combines an entrepreneurial mindset with a systems perspective and knows how to coalesce human, financial, and social capital to have measurable and meaningful impact.

Exceptional communication and interpersonal skills are required to be an effective and inspiring advocate for Mission Capital. A high level of emotional intelligence, diplomacy, and impeccable relationship-building skills will allow the CEO to easily engage with varied community partners and leaders, as well as board and staff. The role requires someone who is a natural networker and influencer, comfortable as a leader of leaders. The successful candidate is a persuasive and passionate communicator who is open, approachable, and enjoys engaging with other passionate and smart individuals. S/he has experience, lived or learned, leading people and organizations around diversity, equity and inclusion.

The successful candidate will be a skilled assessor of strategic opportunities who can find the right balance between positioning Mission Capital to address large community challenges in partnership with others and an ongoing commitment to capacity building in the nonprofit sector. Confident and well-versed in social sector trends (with a record of thought leadership), yet humble in recognizing that there is no one who understands the issues more than their community partners, the CEO will be a thoughtful and considerate ally to all stakeholders.
As an equal opportunity employer, Mission Capital is committed to a diverse, multicultural work environment. Mission Capital does not discriminate in employment on the basis of age, race, creed, gender, religion, marital status, veteran’s status, national origin, disability, or sexual orientation. We encourage all qualified candidates to apply. A thoughtful cover letter that articulates your interest in the position and fit for the role addressed to Sarah Meyer, along with a current resume, should be submitted for consideration through Waldron’s candidate web portal.

The following team from Waldron will assist the search for the Chief Executive Officer at Mission Capital:

Sarah Meyer  
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Qualifications

Candidates should have at least 10 years of senior executive leadership in a dynamic and growing social sector organization, preferably in a CEO or Executive Director role. Private sector or corporate leadership experience is desirable when combined with significant community engagement (as demonstrated by noteworthy leadership roles on boards, committees, or task forces). A background that blends both nonprofit and for-profit is ideal, as is familiarity with engaging the public sector. Experience with business development and running a revenue-generating professional services operation, along with the financial acumen to oversee a complex P&L, is preferred. A high level of comfort working with entrepreneurs and business leaders is an asset. Candidates should have a demonstrated ability to manage high performing teams and rapid organizational growth in an entrepreneurial environment.

To Be Considered

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Waldron is honored to work with Mission Capital in the search for a Chief Executive Officer. Mission Capital does amazing work, and we are doing our best to recruit a talented team member who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.