



Title: President

Job Type: Full Time, Exempt

Reports to: Board of Directors

Expected Start Date: August 4, 2025

About United Way of Alamance County:

For more than 95 years, we have partnered with local agencies to co-create solutions to meet people's most pressing needs. From strengthening local resilience and encouraging civic engagement to advancing financial security and stable housing, we are working towards a future where every person can reach their full potential. We take a comprehensive approach, actively listening and responding, to help those that call our county home by mobilizing the right resources at the right time to navigate current challenges and build a better tomorrow.

Position Summary:

The President of United Way of Alamance County provides visionary leadership, strategic direction, and operational oversight to advance the organization's mission. This position leads fundraising initiatives, manages three staff members, oversees program development, fosters board engagement, and ensures organizational sustainability, all while embodying the values and founding spirit of United Way to create lasting positive change throughout Alamance County. The President must build trust in the United Way brand and its relevance in the community, have a high level of expertise in nonprofit management, a thorough understanding of organizational dynamics, and the ability to define and deliver meaningful, measurable impact. Being a mission-driven, collaborative, innovative, equity-minded leader that can leverage relationships, develop intentional partnerships, and build networks is essential for success in this role.

Key Functions:

Organizational Management

- Establish and maintain best practices across all organizational functions including strategic planning and decision making, financial management, program design and evaluation, and operational efficiency
- Partner with Board of Directors and staff to develop, deploy, and monitor organization's strategic plan and annual goals with measurable outcomes
- Serve as the primary brand ambassador and spokesperson, community convener, strategic partner, and thought leader across multiple sectors
- Ensure organizational compliance with industry best practices, United Way Worldwide membership certifications, local and federal regulatory requirements to maintain ethical standards and operational excellence

Fundraising & Financial Management

- Create and implement a comprehensive fundraising strategy with specific revenue goals, including workplace giving, individual giving, major gifts, grants, and special events
- Lead revenue diversification efforts to achieve fundraising goals using knowledge of philanthropic landscape and fundraising best practices
- Provide strategic financial management, including budgeting, forecasting, and fiscal oversight to ensure organizational sustainability
- Promote accountability and integrity in financial stewardship to build trust with stakeholders and sustain long-term fiscal health

Program Development

- Collaborate with staff to design, implement, and evaluate new and existing programs that align with the organization's mission and address community needs
- Develop innovative, impactful initiatives that drive measurable outcomes and promote positive change
- Oversee continuous improvement of program strategies to enhance effectiveness, scalability, and community engagement
- Ensure programs comply with funding requirements while fostering partnerships to maximize reach and impact

Staff & Board Development

- Lead comprehensive human resource initiatives, including annual performance evaluations, staff succession planning and compensation analysis, and ongoing professional development for all staff
- Cultivate a collaborative, high-performing team culture by encouraging open communication, mutual respect, and shared accountability
- Serve as an orientation leader for new Board members and staff, ensuring effective onboarding and engagement
- Support board development initiatives and strategic governance practices

Required Skills & Characteristics:

- Ability to envision the future, establish strategic goals, and develop comprehensive plans to achieve them while balancing both the big-picture perspective and attention to detail
- Exhibit servant leadership through authentic, approachable, and transparent communication practices
- Ability to influence and inspire existing and new business partners, donors, and community leaders towards common goals
- Demonstrate resilience by overcoming obstacles and maintaining steady focus to ensure continued organizational progress
- Possess strong financial expertise with proven experience in budget management, financial oversight, and ensuring fiscal accountability
- Ability to effectively navigate uncertain or unclear situations by adapting quickly to changing circumstances, making informed decisions, and maintaining organizational stability
- Willingness to make bold decisions and take calculated risks to drive the organization's growth



and advancement

- Strong dedication to researching, advocating for, and developing solutions addressing the challenges impacting Alamance County

Qualifications:

- Bachelor's Degree required; Master's degree in Public Administration, Business Administration, or related field preferred
- Minimum of 7 years of senior leadership experience in nonprofit, community development, or social impact organizations
- Demonstrated success managing annual budgets of \$1M+ and leading fundraising initiatives
- Proven track record of building and maintaining strategic partnerships across multiple sectors and experience working with boards of directors, community stakeholders, and elected officials
- Lived or worked in Alamance County to demonstrate a deep understanding of the community's unique needs or knowledge of the inner workings of the United Way network is preferred

Compensation, Benefits, and Working Conditions:

- Competitive salary range between \$75,000-\$80,000 annually, commensurate with experience
- Comprehensive benefits package including health, dental, vision, paid time off, and retirement plan with organizational match after 1 year of employment
- Professional development opportunities including training, continuing education, conference attendance, memberships within local networks, United Way of North Carolina, and United Way Worldwide
- Business hours conclude at 3pm on Fridays and the office is closed on Fridays during the summer months, June through August, to accommodate for occasional evening and weekend commitments throughout the year
- Significant presence in our office in Downtown Burlington is required, with flexible work arrangements to support work-life balance and networking within the local community

Application Process:

To apply please submit the following to Patrick Noltemeyer, Board Chair, at info@uwalamance.org by June 30, 2025:

- Current resume and cover letter detailing your interest and qualifications for this position
- Writing sample (2-3 pages) addressing your vision for United Way's impact in Alamance County
- Three professional references including name, relationship, phone number, and email address

Qualified candidates will be invited to further discuss this position in more detail with a representative from the search committee and can expect a three round interview process with the search committee, staff members, and the full board of directors.

United Way of Alamance County is an equal opportunity employer committed to diversity, equity, inclusion, and belonging. We encourage applications from candidates of all backgrounds and experiences who meet the required qualifications.