



Position Description: President, Junior Achievement of Middle Tennessee

About Junior Achievement of Middle Tennessee:

JA of Middle Tennessee's mission is to inspire and prepare young people to succeed in the global economy. Our visionary philosophy and innovative hands-on approach provide every student equal access to relevant and experiential education, community mentors, and global business leaders so that they can confidently pursue the real-world opportunities that matter most to them. We provide educational content, inspiring young people to learn how our economy works, how to plan for their futures, understand the world of work, and live up to their full potential.

As one of the world's most impactful youth-serving organizations, Junior Achievement delivers immersive learning opportunities in work readiness, financial health, entrepreneurship, sustainability, and more. JA of Middle Tennessee, as part of this global organization, is one of the few organizations with the scale, experience, and passion to build a brighter future for the next generation of innovators, entrepreneurs, and leaders. JA's vision is for youth to develop the skillset and mindset to build thriving communities.

Junior Achievement of Middle Tennessee serves public, private and homeschool students from 23 counties – spanning over 11,000 square miles. This ever growing market encompasses more than 430,000 children, includes both urban and rural areas, and supports key economic market segments in Nashville, Murfreesboro and Clarksville. During the 2023/2024 fiscal year, JAMT served 32,317 students, which equated to over 506,000 instructional hours to students from over 200+ schools. The organization has a growth mindset and is actively exploring adding 3DE (JA's reengineered high school education curriculum) and an additional capstone experiential facility to increase capacity, with the goal of serving 50,000 children annually by 2028.

Purpose of Position:

We are seeking a visionary leader who demonstrates the ability to pursue, nurture, and maintain strong relationships leading the organization into its next stage of growth, innovation, and impact. The individual best suited to lead JA of Middle Tennessee (JAMT) will excel at creating strategy, passionately advocating for the mission, and relentlessly pursuing operational excellence, financial performance, fundraising, and governance as measured by the positive impact in our community. A strategic trailblazer, the President will lead a vibrant organization and activate a team of talented staff, volunteers, corporate, community, and education partners to make a significant impact on students and change the trajectory of their lives.

The President will oversee all activities including strategic planning and execution, board relations, including governance, and organizational leadership. The role will also include resource development, community relations, administrative management, and program implementation.

Key Responsibilities:

Strategic Vision and Leadership

- Together with the Board of Directors, develop and maintain a compelling vision that articulates JAMT's shared purpose and provides a clear direction to inspire and motivate all stakeholders.
- Ensure achievement of the objectives set forth in the vision, working to allocate financial, people, and other resources efficiently and effectively to do so.
- Cultivate alignment with education and community partners to implement current and long-term planning that strategically positions the organization for internal and external growth.
- Provide thoughtful leadership that is inclusive, transparent, and empowering in a manner that supports and guides the organization's mission and vision.

Community Relations and Fundraising:

- Serve as the primary spokesperson for JAMT to advance the mission within the education, corporate, and general community and serve as an advocate and storyteller with a passion to motivate, inspire, and influence others.
- Position the Brand and represent JAMT with the public, businesses, government agencies, education partners, and community groups to drive strategy and success.
- Design and activate high impact activities that uniquely position JAMT locally, and in the education and corporate marketplace.
- Lead and engage staff, volunteers, and Board members to plan and secure diverse philanthropic, public, and other revenue sources and cultivate relationships with new and existing donors, funders, and partners.

Board Governance:

- Work with the Board of Directors to develop, maintain, and monitor policies that ensure proper governance oversight of JAMT.
- In partnership with the Board, identify, evaluate, and mitigate a broad range of organizational executive responsibilities such as legal, financial, regulatory, compliance, brand, and other accountabilities.
- Ensure that JAMT operates in compliance with its Licensing and Operating Agreement with JA USA and works actively in collaboration with JA USA for the mutual benefit of both entities.
- Assist and support the Board Development Chair and that Committee with Board member recruitment.

Operations and Financial Management:

- Ensure operational excellence to achieve JA USA and JAMT program strategy, and ensure financial, human resource, development, marketing, digital, and business systems are well-established and resourced with planning, implementation, and accountability.
- Maintain rigorous systems and procedures to ensure financial stability necessary to support strategic objectives and to sustain and expand operations and programs.

People Management:

- Recruit, develop, and motivate staff to be successful in achieving organizational objectives, goals, and results while fostering a climate of inclusiveness, initiative, and accountability.
- Lead by example and build an innovative team environment to leverage the skills, knowledge, and unique talents of team members to execute with intention and excellence.
- Take charge and promote equal opportunity among all employees, Board members, volunteers, as well as the students and communities we support.

Qualifications Required:

- Bachelor's Degree or higher.
- 15-plus years of organizational management experience in nonprofit, corporate, or public sector leadership.
- Demonstrated experience in fundraising and/or cultivating and stewarding relationships with individual, corporate, foundation, public, or other funding partners, or transferable experience.
- Interest and knowledge in educational content areas; youth development and empowerment, financial literacy, and entrepreneurship.
- Demonstrated experience and working knowledge of non-profit management, financial, human resources, and administrative management.
- Excellent communication, organizational, and interpersonal skills.
- A strong moral and ethical compass.

Compensation, Benefits & Location:

- Title: President
- Scope: Full Time Position
- Reports to: JA of Middle Tennessee Board of Directors
- Full Time Staff Equivalents: 14
- Annual Revenue Budget: \$2,800,000
- Base Salary Range: \$180,000 - \$200,000 (Based on experience and record of accomplishment)
- Incentive Pay at Board Discretion based on Performance
- Comprehensive Benefits Package

Resume and cover letter must be submitted to: Presidenthiring@ja.org reference "Middle Tennessee"