

**Position Announcement:
Executive Director
Dress for Success Charlotte
Located in: Charlotte, NC**

To receive full consideration for this position, please submit the requested information through Armstrong McGuire's website www.armstrongmcguire.com/jobs. Applications submitted through 3rd party sites such as Indeed and LinkedIn will not be accepted.

The Opportunity

Are you the next Dress for Success Charlotte Executive Director? This is a remarkable opportunity for an innovative leader to join an outstanding organization with solid financials, a strong reputation and a highly seasoned and experienced staff. It's an organization that is revered by the community, has a history of expanding programs, and displays a desire to explore new ways of serving the Charlotte region in a relentless pursuit of its mission. Dress for Success Charlotte is supported by deeply engaged and committed community-minded volunteers who work alongside a team of determined, dedicated and highly talented staff.

The next Executive Director of Dress for Success Charlotte will be responsible for leading the organization to achieve its Mission and Purpose. The Executive Director must bring visionary leadership to all areas of operations, providing oversight of the organization's culture, values, talent, and financial performance.

Dress for Success Charlotte has always been a volunteer-governed organization, and the Board of Directors provides the ultimate direction. Reporting to and working closely with the Board, the Executive Director will provide transparent leadership to enhance Dress for Success Charlotte's vision and strategies in ways that both build upon its history and expertise and position the organization to meet the future needs of the community. This includes driving an innovative strategic plan that envisions growth and expanded impact, new initiatives, and an even stronger infrastructure.

The Executive Director will have the privilege of working alongside a committed and extensive cadre of Dress for Success staff and volunteers.

- In addition to a Board of Directors that guides and supports the organization's impact, Dress for Success Charlotte has engaged Community Advisors and a volunteer base that includes former board members.
- Dress for Success Charlotte's Team is made up of six members, who support the Executive Director. These leaders have a deep commitment to Dress for Success Charlotte's Mission, Purpose, and the communities they serve. Along with the Executive Director, members of the Team include the Communications Manager, Workforce Development Resources Manager, Director of Workforce Development, Development Manager and Administrative Assistant.

A proactive leader, the Executive Director will represent Dress for Success Charlotte throughout the community. They will lead with character and confidence to work effectively in a highly visible role with a broad range of constituents, both within Dress for Success and externally.

The Executive Director will be strategic about continuing to build the reputation of Dress for Success Charlotte, carving out a unique identity and value proposition in both the local and Dress for Success Worldwide communities and ensuring all of the Dress for Success programs and work- internally and externally- reflect the organization's deeply held values and mission. In partnership with the staff, the Executive Director will take risks, implement new ideas, support innovation, and foster creativity throughout the organization.

The Ideal Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

#1 Passion for the Mission and the Women that DFS Charlotte Serves – This is more than a job. (empathy, collaboration, passion for clients)

The Executive Director will model the way for staff and volunteers to deeply respect each individual client, their story, and their circumstances, meeting them where they are and respecting their autonomy in crafting their own journey. The Executive Director will exemplify ongoing self-awareness to check biases and socio-economic privilege that can hinder client success. The ideal candidate will have a vision for the social services landscape and will have an eye constantly focused on the future and how to best adapt the organization to potential changes. The Executive Director will have a collaborative spirit and will be a charismatic leader who treats all with respect. The ideal candidate will be an individual of unquestioned integrity, ethics, and values; someone who can be trusted without reservation.

#2 An Innovative, Experienced, Visionary, Strategic Leader – This is the future.

Dress for Success has benefited from strong and effective leadership for nearly two decades. The Executive Director will possess a deep drive and passion for ensuring Dress for Success Charlotte remains at the forefront of community service, continually developing new opportunities to serve the mission. They will have evidence of successful innovation in programming using an entrepreneurial approach alongside an eagerness to engage the next generation of leaders in the future of Dress for Success. An effective storyteller, the Executive Director will exude an authentic, confident, and humble spirit that enables them to represent Dress for Success with a range of partners and community members.

The Executive Director will be highly strategic, setting priorities decisively but collaboratively, delegating responsibilities, ensuring accountability, and effectively allocating resources to ensure results. This leader will have a strong data and analysis orientation and a proven ability to use metrics to drive decisions and achieve strategic objectives. The Executive Director will

have a demonstrated understanding of how to run a financially sound organization, including experience managing and operating an organizational budget. They will be skilled at listening to and learning from others with a deep belief in fostering a transparent, empowered, and productive organizational culture. The Executive Director will recognize the importance of the commitment of the staff and will foster an atmosphere of collaboration and partnership across the organization.

#3 An Action-Oriented Leader with a Commitment to Community – This is leading by example.

This empathetic leader will have a deep understanding of the issues of diversity, equity, inclusion, and accessibility and will infuse these concepts and values across the organization. The Executive Director will have experience working with diverse populations and will bring an inclusive lens to each aspect of the role. This person will be responsive to the needs of the Dress for Success Charlotte community and will be respectful and mindful of the unique cultures and regional diversity represented throughout Charlotte. A resourceful coach and capable facilitator, the Executive Director will have the ability to lead and guide the team to continue its work. The Executive Director will be energized by the prospect of leading the organization's staff and Board of Directors in its continued development of awareness, comfort, and confidence to address and champion equity in all aspects of the organization. Culturally competent, the successful candidate will have the character and integrity necessary to develop rapport with people of varying experiences, backgrounds, and philosophies, and to understand the nuanced differences among each community Dress for Success serves and as an affiliate of Dress for Success Worldwide.

4 An Authentic Ambassador and Community Builder – This is being Dress for Success Charlotte's community face.

The Executive Director will be an authentic ambassador and community builder. The Executive Director will work to build rapport and promote Dress for Success with its many constituents and partners. Embracing the mission, purpose, and culture, the Executive Director will be a dynamic, energetic, and credible face of the organization. The Executive Director will have the skills to articulate the vision of the organization to its supporting community, attracting new and diverse supporters. This leader will also demonstrate an active ability to cultivate relationships with leaders in the private and corporate sectors. Similarly, the Executive Director will be experienced at building effective coalitions with other organizations and a wide range of stakeholders. The ideal candidate possesses the ability to properly balance collaboration and decisiveness, understanding where input is needed and then driving effectively and efficiently toward execution. The leader will have a high level of emotional intelligence with a demonstrated ability to quickly build trust and credibility with the people in the community.

5 Fundraiser for Dress for Success Charlotte – This role includes making many asks.

This leader will work with determination to develop meaningful relationships and promote Dress for Success with its many constituents and partners. The Executive Director will have the skills to articulate the vision of the organization to its supporting community, attracting new and

diverse partnerships. The Executive Director will work hand-in-glove with the Development Manager to grow and steward philanthropic support to advance the mission. The Executive Director will have familiarity with a wide range of fundraising channels, including individual giving, organizational funding partners, and foundation support. The Executive Director will cultivate and grow relationships to strategically increase Dress for Success Charlotte's funding and donor base. They will have an inspirational approach to building collaboration and buy-in and generating support for the organization, continually innovating to help expand brand and reach. As the lead external voice of the organization, the Executive Director will be able to work effectively with diverse populations and will be a recognized leader in the community.

About the Organization

The mission of Dress for Success Charlotte is to empower women to achieve economic independence by providing a network of support, professional attire and developing tools to help women thrive in work and in life.

HISTORY

Dress for Success Charlotte, one of more than 150 affiliates in 23 countries, was founded in 2000 and currently works in partnership with 80 Referral Agency Partners. In 2022, more than 800 women were referred to Dress for Success Charlotte for job preparedness, job acquisition, employment retention, financial education, and career advancement programs and services. 54% of these clients are mothers and 59% are single heads of household. 10% are parenting grandchildren and/or next of kin. Key programs include:

- **Interview and Employment Suiting:** Personal style consultation, two complete interview outfits, including shoes and accessories, and an instant working wardrobe, up to five additional outfits, when employment is secured.
- **Professional Women's Group:** A professional employment retention and career advancement association developed to support employed women with continued learning and professional development. Key focus areas include but are not limited to workplace communication, corporate culture, financial literacy and wealth building, mental and physical health and wellness, networking and social capital, balancing family, and work and more.
- **Going Places Network:** An 8-week job acquisition curriculum that blends a proven methodology to improve the career prospects of unemployed and underemployed women. Program goals include gaining professional skills, developing key strategies to secure employment and accelerate job searches, build confidence, and expand social capital.
- **Career Center:** A fully equipped business office for clients to use on their own and/or to meet with Human Resource and Recruiting professionals for one-on-one job search support and instruction including resume and cover letter writing, internet access,

tutorials, webinars, testing certifications, job placement software, mock interviews, and professional development workshops.

- **Computer Skills Training:** Microsoft Office training
- **Financial Education:** This 10-week program includes Basic banking and budgeting, Credit and Debt Management, Investments and Retirement Planning, Workplace Benefits and Taxes among other topics.

Think you are the next Dress for Success Charlotte Executive Director?

To apply, click on the link to the Executive Director position profile at [ArmstrongMcGuire.com/jobs](https://armstrongmcguire.com/jobs). You will see instructions for uploading your compelling cover letter, resume and salary requirements. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

Review of candidates will continue until the position is filled.

Salary is commensurate with the requirements of the position and begins in the \$100K range. Total compensation includes a structured bonus based on performance metrics and a stipend range of \$6,000 to \$12,000 annually, 15 days of PTO and 12 paid holidays.

Dress for Success Charlotte actively seeks a diverse pool of candidates and is committed to a policy of equal employment opportunity without regard to race, color, national origin, religion, disability, gender, gender identity, sexual orientation, or age.

About Armstrong McGuire

Armstrong McGuire is a leading executive search, fundraising and strategic advising firm that believes in unlocking the potential of nonprofit leaders and the communities they serve. Founded in 2004, our diverse team of advisors work with clients and leaders to align strategy, optimize operations, build capacity, and lead nationwide searches that bring supremely talented individuals to high-impact organizations. Learn more about our services in talent acquisition, fundraising counsel, and strategic planning. [Armstrong McGuire](https://armstrongmcguire.com)