



## **Executive Search CEO for Eastern Maine Development Corporation**

The Board of Directors of Eastern Maine Development Corporation (EMDC) has launched a search for a dynamic and experienced leader as its next CEO.

### **Background**

Celebrating 50 years, EMDC's top priority is planning for, and supporting achievement of, a prosperous future for Eastern Maine. Working with our community and regional partners, our strategic initiatives are designed to maximize our region's assets and grow its economy. Core to our work and the long-term economic health of Eastern Maine, EMDC brings a unique holistic approach to economic development by employing a staff team that concentrates their efforts on business, community, and workforce services.

EMDC's business services include offering resources and connections that enhance access to capital and provide alternative routes to financing. We work with businesses in all phases of their development, helping to structure deals and providing a complete range of commercial lending services, including technical assistance, underwriting, analysis, packaging and servicing through the life of the loan. Our services include assistance to disadvantaged business enterprises through the state-funded DBE program. In addition to these services, EMDC also hosts the Maine Procurement Technical Assistance Center (PTAC), part of a nationwide network of centers that provide a wide range of government contracting assistance.

Since its founding, EMDC has provided community planning and technical assistance throughout Eastern Maine. Our full range of services include: economic development, environmental planning and assessment, community planning, transportation planning, grant and project development and management. EMDC assists industries and businesses by providing help with thoughtful planning and careful investment in their assets.

Workforce development helps individuals develop their career pathway plans through one-on-one career counseling and assessment, résumé and interview preparation, work readiness training, and other opportunities to engage in developing a career in one of Eastern Maine's growing career fields. We also assist employers with the development of intensive, short-term, customized training, resulting in work experience or on-the-job positions for our customers at their job sites.

While EMDC is headquartered in Bangor, Maine, and brings focus to its work building the economic strength of Eastern Maine, it is a truly statewide organization with staff and office locations that allow EMDC to provide services and support in all 16 counties. A 501(c)(3) organization, EMDC is governed by a geographically diverse 23 member board of directors, has a staff of 33, and an FY18 budget of approximately \$5,000,000. The current value of the EMDC loan portfolio is approximately \$23,000,000, with loans in all 16 Maine counties.

More detailed information about EMDC can be found at [www.emdc.org](http://www.emdc.org).

## **Priorities for the future**

To support achievement of EMDC's vision for the future, the Board of Directors has identified the following organizational priorities to guide our next CEO:

- Further position EMDC as a highly regarded and visible partner that is known for being ready to work collaboratively to meet regional and community economic development goals.
- Advance message and communications strategies that help the community, funders, and key stakeholders to appreciate the full breadth of our offerings and the impact of our work.
- Build and foster relationships at the local, state, and federal level that help EMDC to leverage resources and enhance services.
- Grow EMDC's capacity to achieve ambitious workforce and economic development goals.
- Position EMDC to be able to navigate an ever-changing funding environment, further diversify our revenue streams, and attract funding that will secure the organization's financial sustainability.
- Ensure that EMDC has the infrastructure and resources in place to support and grow our talented staff team and achieve our ambitious goals.
- Provide leadership for the development of a strategic plan that brings greater focus to our work while allowing EMDC to be proactive and nimble in the implementation of its plans.

## **Desired Qualifications**

To lead EMDC requires a comprehensive set of skills and abilities. We expect that the successful candidate will bring the following to EMDC:

- Passion for EMDC's mission and for the people and the region we serve.
- A record of success in building teams and helping employees develop, advance and succeed.
- A skilled communicator, a good listener, and a proven relationship-builder who can successfully engage with business and community leaders to advance shared goals.
- Demonstrated leadership and management experience, ideally in a leadership role with a large and/or complex organization.
- Experience in organizational and financial analysis and in implementing strategies to ensure program and financial alignment.
- Readiness to advocate at the state and federal levels on behalf of EMDC and our region.
- Previous experience in workforce and economic development, as well as familiarity with state and federal programs, will be considered a significant plus.
- The highest level of recommendations from references, collaborative partners, and peers.

## **Compensation**

Comprehensive benefits package and competitive salary commensurate with experience.

This position reports directly to the Board of Directors. The successful candidate can expect a formal review after six months as well as an annual review.

## To Apply

Interested candidates should submit a cover letter and résumé to Starboard Leadership Consulting at the following address [search2@starboardleadership.com](mailto:search2@starboardleadership.com). The cover letter and résumé should contain detailed information concerning work experience, past successes, leadership experience and qualifications. Please be prepared to provide contact information for professional references upon request.

Paper copies may be sent to Lisa Belyea, Starboard Leadership Consulting, 84 Harlow St., Suite 4, Bangor, ME 04401, but **electronic submission of materials is preferred**. No phone inquiries, please. Review of applications will begin on May 11, 2018.