



President and Chief Executive Officer (CEO)

Location: Flexible / National (light–moderate travel)

Reports to: Board of Directors

Compensation: Mid \$100s (DOE)

Organization Type: National membership-based nonprofit

Stage: Early growth / Strategic Plan implementation

Organization Snapshot

The Black Community Developers Group (BCDG) is a national coalition of Black-led housing and community development organizations advancing equity, generational wealth, and sustainable community development in Black communities. BCDG supports its members through capacity building, peer learning, advocacy, workforce development, data-driven storytelling, and access to capital - while serving as a trusted national voice addressing systemic barriers facing Black organizations and neighborhoods.

BCDG has secured funding in recent years and operates from a position of financial strength. A Board-approved FY 2026–2028 Strategic Plan provides a clear roadmap for growth, scale, and increased national influence.

The Opportunity

BCDG seeks a mission-driven, execution-oriented CEO to lead the organization into its next phase of impact. Reporting to the Board, the CEO will implement the Strategic Plan, deepen member value, grow national visibility and influence, diversify funding, and build the organizational infrastructure needed to scale.

This role is ideal for a senior nonprofit leader who thrives in early-growth environments, is deeply grounded in racial equity and systems change, and can balance strategy with hands-on execution. As BCDG grows, the CEO will recruit, oversee, and develop future staff.

Key Responsibilities

Strategic Leadership

- Lead implementation of the Board-approved Strategic Plan
- Translate strategy into measurable priorities, outcomes, and accountability
- Regularly report progress and performance to the Board

Membership Growth & Value

- Grow, engage, and retain a national membership of Black-led organizations
- Strengthen and clearly articulate BCDG's membership value proposition
- Ensure members receive tangible operational, funding, workforce, and advocacy benefits

Resource Development

- Lead fundraising across foundations, financial institutions, corporations, government, and earned revenue
- Position BCDG as a hub for aggregating and deploying resources to members
- Partner with the Board on funding strategy and relationships

Advocacy & National Voice

- Serve as BCDG's chief spokesperson and advocate
- Advance member informed policy and systems change efforts that protect Black families, cultural neighborhoods, and community stability
- Influence narratives, funding practices, and policy using data and lived experience

Workforce & Talent Pipeline

- Oversee a national internship/workforce program aligned with member needs
- Expand partnerships and funding to scale workforce outcomes
- Position the initiative as a sector-wide talent pipeline and equity strategy

Operations, Finance & People

- Ensure strong financial oversight, systems, and compliance
- Build scalable operational infrastructure
- Recruit, manage, and develop staff over time, fostering a high-performing, equity-centered culture

Board & External Relations

- Serve as primary liaison to the Board of Directors
- Strengthen governance, transparency, and decision-making
- Build national partnerships and elevate BCDG's brand and thought leadership

Ideal Candidate Profile

Required

- Senior executive leadership experience in a nonprofit, advocacy, or membership organization
- Proven success in fundraising and partnership development
- Track record of implementing strategic plans and leading organizational growth
- Deep understanding of systemic racism and barriers facing Black-led organizations
- Strong communication, facilitation, and relationship building skills

Preferred

- Experience leading or working closely with Black-led community development organizations
- Background in housing, community development, economic justice, or related fields
- Experience with regranting, capacity-building funds, or workforce initiatives

Why This Role Matters

This is a rare opportunity to lead a growing national organization at a pivotal moment—shaping its scale, influence, staffing, and long-term impact while centering equity, member voice, and community protection.

Interested candidates are asked to submit, via email to bcdg@nhslacounty.org:

- A statement of interest highlighting relevant leadership experience and alignment with BCDG's mission
- A current resume or CV