



Executive Director

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Lead the work behind stronger neighborhoods.

BLDG Memphis operates at the center of Memphis' community development ecosystem—bringing together organizations, funders, public leaders, and community voices to drive investment and impact.

We are seeking an Executive Director who can connect strategy to action—someone who understands how to align people, resources, and priorities to move work forward in a complex environment.

The Role

BLDG Memphis is seeking an Executive Director to lead the organization at a moment that requires clarity, alignment, and execution.

This role is responsible for translating strategy into results—strengthening the community development ecosystem, advancing policy and investment, and ensuring the organization operates with focus and discipline.

The Executive Director reports to the Board of Directors and serves as the organization's primary leader, operator, and external representative.

Candidates are encouraged to review BLDG Memphis' 2024–2027 Strategic Plan to understand the organization's strategic direction and the scope of leadership this role requires.

The Mandate

The Executive Director will lead across three core priorities:

1. Strengthen

- Increase the capacity and effectiveness of member organizations by aligning resources, tools, and support with real operating needs.

2. Advocate

- Advance policy, funding, and partnerships that enable equitable development and reduce systemic barriers across Memphis.
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3. Activate

- Translate strategy into visible, on-the-ground progress by connecting stakeholders, resources, and execution.

This role requires balancing **field leadership, organizational management, and external influence**—with consistent attention to each.

What Success Looks Like

Within the first 12–24 months, the Executive Director will:

- Establish clear alignment between the strategic plan, annual priorities, and day-to-day operations
 - Strengthen BLDG Memphis' position as a trusted convener and voice within the community development sector
 - Increase member engagement and demonstrate clear value across organizations at varying levels of capacity
 - Advance at least one meaningful policy, funding, or systems-level initiative
 - Ensure internal operations—team structure, decision-making, and financial management—are consistent, disciplined, and sustainable
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Core Responsibilities

Strategic Leadership & Execution

- Lead implementation of the 2024–2027 strategic plan with defined priorities, metrics, and accountability
- Translate long-term strategy into focused, executable annual work plans
- Assess and adjust priorities in response to evolving field conditions

External Leadership & Influence

- Serve as the organization's primary representative with funders, public officials, partners, and community leaders
- Build and sustain relationships that expand BLDG Memphis' influence and effectiveness
- Position the organization as a central connector across sectors

Member & Sector Engagement

- Ensure programs and initiatives reflect the needs and realities of member organizations
- Strengthen participation, engagement, and retention across the membership base
- Support structures that increase shared ownership and collaboration across the field

Resource Development

- Lead fundraising strategy in partnership with the Board and staff
- Maintain and grow relationships with philanthropic, public, and institutional funders
- Align revenue strategy with organizational priorities and long-term sustainability

Organizational & Team Leadership

- Lead, develop, and retain a high-performing team
- Establish clear roles, expectations, and accountability across staff
- Oversee budgeting, financial management, and operational systems with discipline and transparency

Governance & Board Partnership

- Serve as a strategic partner to the Board of Directors
- Ensure clear communication, appropriate reporting, and alignment on priorities
- Support strong governance practices while maintaining clear operational boundaries

Required Experience & Qualifications

- Bachelor's degree required; advanced degree (e.g., MPA, MBA, JD, Urban Planning, or related field) preferred
- Minimum of 10 years of progressive leadership experience, with at least 5 years in a senior leadership role
- Experience in nonprofit leadership, community development, public sector, or a related field

Demonstrated Experience In:

- Leading organizations or initiatives that require alignment across diverse stakeholders
 - Translating strategy into measurable execution and outcomes
 - Managing teams, budgets, and organizational operations
 - Building partnerships across nonprofit, government, and philanthropic sectors
 - Representing an organization publicly with credibility and clarity
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Leadership Profile

The successful candidate will demonstrate:

- Systems thinking — understands how policy, funding, and community dynamics intersect
 - Execution discipline — consistently moves from strategy to action
 - Judgment — makes sound decisions in complex and evolving environments
 - Relational leadership — builds trust across diverse stakeholders
 - Accountability — sets expectations and follows through
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Compensation

\$95,000–\$100,000, commensurate with experience, plus a competitive benefits package.

Inquiries/Referrals/To Apply:

Send resume and cover letter to:

Tanya Frey

careers@terrafirmallc.com

