CHIEF EXECUTIVE OFFICER

Remote / U.S.-based, with regular travel for National Retreat(s), and Regional Gathering commitments
www.leaderin.org

THE ORGANIZATION

LeaderIn is a by-invitation community where accomplished CEOs and CEO equivalents from business, government, and the social sector come together to broaden their perspectives, build trusted relationships, and grow and thrive as leaders and human beings. In a moment when leadership asks more of people than ever, LeaderIn is designed to create the space for honest reflection, candid conversation and genuine support that is otherwise hard for senior leaders to find.

LeaderIn was founded by Willa Seldon, a partner at The Bridgespan Group (a global social impact advisory firm, formerly part of Bain & Company), who was concerned about the growing expectations and complexity of leadership and the increased burnout. She also witnessed that as leaders' responsibilities grew, their opportunities to encounter different perspectives and build relationships outside their own professional circles shrank. LeaderIn was incubated at Bridgespan with the input of dozens of multi-sector leaders and was launched with the support of leading philanthropic funders, including the Ballmer Group and the Ford Foundation.

Membership has grown since launch and continues to expand through member nominations and active recruitment. LeaderIn now has over 50 members. The organization held its inaugural retreat in Santa Fe, New Mexico in February 2025 and its next retreat in New Orleans, Louisiana in February 2026. LeaderIn intends to continue building its CEO community and to launch a second community for senior leaders in business, government and the social sector in 2026. LeaderIn, currently operating under a fiscal sponsor, Community Partners in Los Angeles, will soon establish its own independent 501(c)(3) and board — work the incoming CEO will lead.

“Fiscal sponsorship is often used by newly formed nonprofits that need to raise money during the start-up phase before they are recognized as tax-exempt by the IRS. Using a fiscal sponsor enables a program or organization that does not *itself* qualify as tax-exempt to attract funding for its operations that will -- through the fiscal sponsor - be tax-deductible to donors.” Source: National Council of Nonprofits

The LeaderIn Experience

Crews	Annual Retreat	Regional Gatherings	Illuminator Sessions

At the center of LeaderIn are Crews — small, intentionally curated peer groups of 6–8 leaders who meet regularly through much of the year to build relationships and discuss the questions and decisions they are navigating. The LeaderIn experience also includes a multi-day annual Retreat, regional in-person Gatherings, and virtual Illuminator Sessions that bring members together with outside thinkers and practitioners on timely leadership topics chosen by members.

THE POSITION

LeaderIn seeks a leader to evolve a promising, founder-led start-up into a durable, well-run organization while preserving its distinctive character. The leader will report to the Board. Founder Willa Seldon will transition to Advisory Board Chair focused on recruitment, fundraising, and supporting the Advisory Board and the Board of Directors once LeaderIn has its 501(c)(3).

This is a rare opportunity to shape an exciting organization with momentum, advancing the operating infrastructure and team LeaderIn needs to scale, while continuing to deliver the trusted, high-touch member experience that has made its first two years a success. The CEO will oversee a small, capable team with a combination of permanent and part-time staff and consultants and will need to be comfortable continuing to evolve the strategy and rolling up their sleeves to advance a still-forming organization.

THE RESPONSIBILITIES

Strategy, Business Model & Organizational Infrastructure

- Partner with the Founder, team and Board to sharpen LeaderIn's value proposition and theory of change and translate that vision into an annual operating plan with clear goals.
- Lead LeaderIn's transition to independent 501(c)(3) status, including disengaging from its current fiscal sponsor and standing up infrastructure, partnerships, and policies.
- Recruit and build a strong, engaged Board of Directors in partnership with the Founder, and establish an effective governance rhythm.
- Build or outsource the operational infrastructure—CRM, finance, HR, and core systems—needed to run a professional membership organization.
- Define clear roles, responsibilities, and decision rights across a small team where, to date, the Founder has made most decisions.
- Manage the annual budget and P&L, and establish a sustainable, philanthropy and dues-supported business model.

Development and Public Relations

- Serve as a lead fundraiser alongside the Founder, cultivating and stewarding major donors and institutional funders.
- Diversify LeaderIn's funding base beyond its founding grants, continue building the case for support, and expand the donor pipeline.
- Represent LeaderIn externally with funders, partners, and prospective members as a credible, compelling spokesperson for its mission.
- Through public speaking and writing, build LeaderIn’s presence, reputation and brand.

Membership Recruitment & Experience

- Own end-to-end recruitment of CEOs, Executive Directors, and other senior leaders, growing and diversifying the membership base — by sector, geography, and background.
- Ensure Crews, the annual Retreat, Regional Gatherings, and Illuminator Sessions continue to deliver a high-trust, high-quality member experience, and continue refining the model based on ongoing member feedback.

- Partner with program staff on the matching, facilitation, and support structures that make Crews work.

Team & Culture

- Build, lead, and develop a small, high-performing staff as LeaderIn grows from a small staff and handful of part-time contractors into a professional organization, including its next wave of full-time hires.
- Model LeaderIn's values and the norms of LeaderIn's leadership philosophy.

Board & Founder Partnership

- Serve as the Founder's and Board's primary staff partner, preparing high-quality board materials and leading regular strategy reviews.
- Operate comfortably in a fluid, still-forming environment — bringing structure and discipline without displacing the intimacy and founder relationships that built LeaderIn's early trust.

THE QUALIFICATIONS

Candidates will ideally bring a compelling blend of skills and experience, including as many of the following as possible:

- A record of building or scaling a mission-driven organization — ideally moving an early-stage, founder-led effort into a more institutionalized one.
- Demonstrated success as a fundraiser (or comparable skills), with experience cultivating major donors, institutional funders, and/or a dues- or fee-based membership model.
- Direct experience leading organizations or teams and navigating core operating infrastructure.
- A record of recruiting, engaging, and attracting senior executives (CEO/Executive Director-level) as members/clients/supporters.
- Genuine fluency across business, government, philanthropy, and the social sector, with the credibility to convene and earn the trust of peers at the C-suite/Executive Director level.
- Experience with peer-learning, membership, or leadership-development models (e.g., YPO, Aspen Institute programs, fellowship or alumni networks) is a strong plus.
- Experience partnering closely with a founder or visionary leader and transitioning a program from founder-dependent to team-led.
- Bachelor's degree required, advanced degree a plus.

THE ATTRIBUTES

The winning candidate will have the following professional qualifications and personal attributes:

- A confident, credible peer to CEOs and Executive Directors, able to hold the room without needing to — stature without ego.
- A true partner to a visionary founder: comfortable sharing the stage, gaining the Founder's trust, and assuming full leadership of the organization.
- Scrappy and resourceful, energized by building something durable from a strong early foundation rather than inheriting a fully built machine.

- A humble, curious listener who takes the time to understand LeaderIn's history, culture, and community before changing it.
- Values relationships, trust, and the whole person behind the title — not purely transactional or metrics-driven.
- Skilled at bridging difference — across sector, geography, and life experience — and building genuine community across those differences.
- High tolerance for ambiguity and iteration; welcoming of direct member feedback and comfortable adjusting course when needed.
- Passionate about the practice of leadership and the belief that better leaders create ripple effects well beyond themselves and their organizations.
- A demonstrated record of building and engaging diverse teams and communities — across race, gender, sector, and life experience — is a strong asset for a community expressly built to bridge difference.

THE COMPENSATION & BENEFITS

LeaderIn anticipates offering a competitive total compensation package appropriate to a CEO leading a well-funded, high-growth nonprofit start-up, plus benefits. Total cash compensation will be in the $225,000 - $250,000 range.

THE APPLICATION PROCESS

Email all inquiries, nominations, and applications to Cydnee Dubrof of The Dubrof Group at cydnee@dubrof.com. Applications should include a complete resume in PDF. Please indicate in your cover email where you learned about this opportunity. Due to the volume of applicants, we are not able to respond to phone inquiries.

Applications will be reviewed on a rolling basis and accepted through November 30, 2026, at 5:00PM ET.

LeaderIn is committed to building a community, and a team, who reflects a wide range of sectors, backgrounds, and life experiences. We welcome and encourage applications from candidates across race, gender, sexual orientation, age, disability, and other dimensions of identity and background, and we actively work to build a diverse pool of candidates for every search — diversity of perspective and experience is a genuine asset to LeaderIn's mission, not just a compliance checkbox.

The Dubrof Group is committed to social justice and access to opportunity; we actively cultivate relationships with leaders with varied life experiences and the skills needed to lead strong, innovative organizations. The team is also committed to your privacy and to protecting your personal data. To view The Dubrof Group's privacy policy, please visit www.dubrof.com.

LeaderIn provides equal employment opportunity without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, gender identity, genetic information, and/or any other protected characteristic under applicable law.