

Position Profile

On behalf of our client,

Global Minnesota,

CohenTaylor Executive Search Services is conducting
a retained executive search for their next

President



Global **Minnesota**

Organizational Overview

From the second grader to the CEO, [Global Minnesota](#) connects individuals, organizations, and communities to the world.

Through a unique lineup of programs offered in the Twin Cities and Greater Minnesota, Global Minnesota takes relevant and timely information on international issues, foreign policy, and cultural topics, and provides the space and opportunity for Minnesotans to engage and discuss. As a 501(c)(3) nonprofit, nonpartisan organization, Global Minnesota is unparalleled in the ability to deliver programs that allow Minnesotans to connect and participate in the international sphere and for Minnesota to extend its influence around the globe.

The Global Minnesota story began in 1951, when community leaders recognized the need for an organized approach to supporting international students traveling to study at the University of Minnesota and other institutions. Their work was guided by the motto “They came as strangers – may they leave as friends.” In 1953, these founders joined with a number of University of Minnesota professors and other community leaders to formally incorporate an independent, nonprofit organization called the International Center for Visitors and Students. In 1965 the name was officially changed to Minnesota International Center (MIC), and in 2016, the organization formally changed their name to Global Minnesota, reflecting both their growth as an organization and the dynamic, diverse state they call home.

In the early years, the work of the International Center was focused on organizing “citizen diplomats” to warmly welcome international students and scholars. Founders believed that diplomacy was not the exclusive business of professional diplomats, and that for Minnesota to thrive it needed direct engagement and dynamic leadership by Minnesotans in world affairs. Global Minnesota has evolved from its roots to be a multifaceted organization with a broad mission “to advance international understanding and engagement.” While offering a broad array of programs, Global Minnesota continues to emphasize international students, in 2021 investing new funding to boost engagement across the state.

Global Minnesota at a Glance

- Celebrating over 70 years of service.
- 15 staff working in programs, development, and administration.
- Official host for U.S. State Department’s International Visitor Leadership Program.
- Member of Global Ties U.S. and World Affairs Councils of America.
- \$1.5M annual budget.
- 20,000+ people served annually.
- 700+ events covering 100+ countries in an average year.

Mission

To advance international understanding and engagement.

Values

Global Minnesota is committed to servicing Minnesota from a foundation built on the following core values:

- Respect
- Collaboration
- Nonpartisanship
- Global Competency
- Inclusion
- Courage

Global Minnesota annually organizes hundreds of educational events and civic engagement opportunities for people of all ages – connecting, informing, and engaging more than 20,000 individuals from across the state of Minnesota and beyond through their program areas. Global Minnesota also serves as the official host for the U.S. State Department’s International Visitor Leadership Program (IVLP), where emerging world leaders who are invited by U.S. embassies around the world can learn more about the United States through virtual and in-person visits. While COVID safety moved many of the organization’s events online in 2020 and 2021, Global Minnesota maintained their mission throughout and is gratified to be returning to in-person and hybrid events.

Global Minnesota is one of the oldest and largest World Affairs Councils in the United States, a proud member of Global Ties U.S., the nonprofit partner for the U.S. Department of State’s International Visitor Leadership Program, and an affiliate of the Foreign Policy Association.

Program Areas

World Affairs Programs

Global Minnesota helps participants access the world through public events. Their unique and diverse opportunities go beyond international headlines to spark cultural conversations within communities, and to connect participants with some of the world’s best thinkers.

Whether it’s by hearing from high-caliber international speakers and diplomats, experiencing a blend of culture and cuisine at local restaurants, or networking with globally-minded people, Global Minnesota serves as a local link to the world’s community.

K-12 Education

Global Minnesota’s K-12 resources support educators and students in their efforts to learn more about the world and develop the knowledge, skills, and dispositions necessary for success in today’s global society.

Through an innovative approach, Global Minnesota’s Classroom Connection program brings the world’s cultures directly to Minnesota elementary school children. Students, teachers, and international volunteers come together for interactive cross-cultural conversations and lessons.

For high schools, Global Minnesota works to offer engaging, high-quality resources for teachers and students in Minnesota who wish to deepen and test their understanding of world affairs. From foreign policy discussions to a statewide global knowledge competition, Global Minnesota helps high schools expand global thinking in the classroom.

Professional Exchanges

Passionate individuals from around the globe and in a variety of fields are working to define new trajectories for their communities. Global Minnesota is proud to be a leader in professional exchange opportunities that bring people from around the world together to meet face-to-face with counterparts across Minnesota and to share ideas and best practices in order to build a brighter future for all.

Working with local experts across disciplines, Global Minnesota produces a broad spectrum of engaging and informative meetings, workshops, volunteer activities, and site visits to ensure each exchange program has a meaningful impact. Whether it's regional trade issues, countering gender-based violence, or election reform and journalism, the program topic explored is as diverse as the participants themselves.

Global Minnesota proudly hosts more than 400 exchange visitors annually through the International Visitor Leadership Program, sponsored by the U.S. Department of State, Bureau of Education, and Cultural Affairs.

Great Decisions Discussion Groups

Through a unique discussion group format – based on the Foreign Policy Association's Great Decisions program – Global Minnesota offers individuals from across the state the opportunity to explore the year's most important international issues and foreign policy topics.

While there are more ways than ever to share ideas, face-to-face meetings provide an alternative to international digital news and social media. They bring together friends, colleagues, and neighbors who share a passion, or curiosity, for global issues, and allow for thoughtful discussion. Anyone can join or start a group, and they meet in libraries, schools, places of worship, and private homes throughout the state.



The President Role

Global Minnesota seeks a President to direct and support the organization's mission to advance international understanding and engagement across the state. The President will have primary responsibility for developing and prioritizing Global Minnesota's organizational goals and objectives, for driving growth and diversification of revenue streams, and for providing management and mentorship to a small, highly skilled team of professionals.

The President will be responsible for leading innovations in Global Minnesota's programming, fundraising, and engagement efforts that ensure the organization's long-term sustainability, and will have the exciting opportunity to chart the road map for Global Minnesota to reach new, increasingly diverse audiences with inclusive and courageous programming.

As an external face and voice of the organization, the President will be a booster for the state of Minnesota, building and strengthening relationships with key stakeholders, including foreign dignitaries and ambassadors, c-suite executives, students and educators, immigrant communities, and the Minnesota population at large.

Join Global Minnesota to lead the efforts to celebrate cultures, discuss foreign policy, connect with visitors from around the world, and place Minnesota at the forefront of global business and as a leader in finding solutions to some of the world's most pressing challenges.

Reporting Relationships

The President reports to the Global Minnesota Board of Directors and will have oversight of a strong and passionate leadership team and staff, including the following direct reports:

- Director of Operations
- Program Director
- Corporate Relations Officer
- Major Gifts and Planned Giving Officer
- Executive Assistant



Key Responsibilities

The role of the President is critical to the ongoing success of Global Minnesota and will hold the following key responsibilities:

Leadership

- Models a leadership philosophy and principles that demonstrate integrity, articulates these principles, and ensures they are widely understood, supported, and effectively implemented.
- Ensures that the organization's values, culture, business goals, and financial practices are aligned to support behavior consistent with organizational values.
- Leads with honesty, forthrightness, and integrity.
- Fosters a sense of urgency, ownership, and commitment to organizational success.

Fundraising & Sustainability

- Develops and implements a comprehensive plan for fund development to include individual donations, major gifts, corporate giving, government and foundation support, and planned giving.
- Leads and collaborates with the fund development team and the Board to build a strong and results oriented fundraising discipline.
- Develops, diversifies, implements, and stewards the systems, policies, and procedures that support Global Minnesota goals for long-term fundraising sustainability and achievable growth.
- Leads the budgeting and annual planning process aimed at delivering an inspired donor experience.
- Builds a diverse, motivated team that collaborates with multiple stakeholders in crafting donor experiences that deliver best-in-class donor retention.
- Brings fresh and creative new ideas to fund development and effectively leverages personal and professional networks on behalf of Global Minnesota.

Strategic Vision & Direction

- Creates, prioritizes, and communicates a clear vision and strategy for achieving and expanding the organization's mission to staff, board, and other stakeholders.
- Develops and implements short and long-term strategies and goals to assure that the organization fulfills its mission, is true to its core values, and uses its resources effectively.
- Demonstrates awareness of trends shaping the future; communicates and develops innovative initiatives to respond to those trends.

Organizational Development & Culture

- Selects, develops, and motivates an exceptional diverse management team that reflects the needs of the organization.
- Fosters teamwork and deploys the team in a manner that optimizes achievement of the organization's objectives.
- Creates a culture of diversity, equity, inclusion, respect, integrity, collaboration, and belonging.
- Ensures programming and perception of the organization reflect the culture.

Community Advocacy & External Relations

- Acts as an effective lead spokesperson for the organization to key stakeholders including media, funders, and community at large.
- Facilitates effective relationships with external stakeholders, including community partners, media, funders, politicians, and members.
- Builds collaborative and strategic alliances to further advance the organization's mission.
- Reinforces and expands Global Minnesota's reputation for leadership and programming excellence among national programming networks and with national and international partner organizations.

Operations & Financial Management

- Oversees the monitoring and evaluation of quality, outcomes, and impact of organization programs and initiatives, and makes changes as necessary.
- Ensures that resources are available to establish and support appropriate systems that protect assets and maintain control of operations.
- Provides oversight for the development of appropriate annual and long-term financial objectives and leads the organization in achieving these objectives.

Board Development

- Engages the board in shaping the vision and strategy of the organization and solicits the board's input on key priorities in a timely and effective manner.
- Develops reports and other means of regularly communicating operating efficiencies of the organization to the board; communicates to the board in a timely fashion on events which may have significant impact on the organization.
- Works with the board to identify and recruit an outstanding, diverse board and supports the board in its activities and structure.

The Ideal Candidate

The ideal President is one who can both advance a mission and vision while ensuring organizational sustainability. With a global mindedness and a passion for world affairs, the ideal candidate will have demonstrated experience as a strategic, visionary, and innovative leader, as an effective fundraiser with experience across various fund development tools and strategies, and as a talented manager and leader of people.

While no one candidate will bring all of the criteria below, the ideal candidate is a leader who possesses many of the following professional and personal abilities, attributes, and experiences:

- A passion for the Global Minnesota mission to advance international understanding and engagement.
- A strategic and visionary leader with the ability to prioritize, articulate, and align stakeholders around strategic goals.
- A proven fundraiser with a successful track record of identifying and securing new sources of funding, including both contributed and earned revenue streams.
- A strong leader and manager of people with experience nurturing, developing, and maximizing the talents of a small, highly skilled team.
- An exceptional relationship builder with the ability to connect with varied and diverse stakeholders, including foreign dignitaries and ambassadors, c-suite executives, students and educators, immigrant communities, and the Minnesota population at large.
- An effective spokesperson with outstanding communication skills, including experience representing an organization through public speaking and other externally facing activities.
- An innovative leader with demonstrated experience identifying and bringing new opportunities to life.
- A financially astute leader with a proven ability to oversee budgets and manage resources in a fiscally responsible manner.
- A culturally competent leader with an active commitment to diversity, equity, and inclusion, and the ability to work with diverse populations.
- A global mindedness and awareness of current world affairs, preferably with lived or professional international experiences.

Minimum Requirements

- 7+ years of leadership experience with the ability to manage the staff and resources of a small organization.
- Bachelor's degree; master's degree preferred.

Compensation & How to Apply

The expected salary for this role is in the \$140,000 – 150,000 range, commensurate with experience and qualifications. Global Minnesota offers a comprehensive employee benefits plan.

Applications will be accepted and reviewed on a rolling basis, until a hire has been made. Global Minnesota is an equal opportunity employer and proudly values diversity. Candidates of all backgrounds are encouraged to apply.

For more information, or to submit your credentials for consideration, please email:

GlobalMinnesota@CohenTaylor.com

All inquiries will remain confidential.

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities: The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.