



LEAD THE LEGACY

CEO Opportunity with
Junior Achievement
of Central Carolinas



Junior
AchievementTM
of Central Carolinas

A CALL TO LEAD

A Message from the Board of Directors



Dear Candidate,

Thank you for taking the time to explore this incredible opportunity to join Junior Achievement of Central Carolinas (JACC) as our next Chief Executive Officer. This role represents more than a career move—it is a chance to be at the forefront of empowering the next generation of leaders, innovators, and changemakers in one of the fastest growing cities.

For decades, Junior Achievement has been a beacon of hope and inspiration, equipping young people with the tools they need to succeed in a rapidly changing world. Through the collective efforts of dedicated educators, volunteers, and community partners, we've transformed classrooms into arenas of possibility, empowering students to own their economic success, dream big, and realize their full potential.

As CEO, you will lead a dynamic organization poised for growth and greater impact. You will have the unique privilege of shaping the future of Junior Achievement in our region—bringing innovative ideas, fostering vital partnerships, and inspiring a dedicated team. Your leadership will be pivotal in ensuring that every student we serve is equipped with the skills, knowledge, and confidence to build a brighter future for themselves and our community.

The Central Carolinas region is vibrant, diverse, and filled with promise. Our programs reach thousands of students annually, thanks to a network of supporters who share our passion for cultivating success. The CEO role offers an extraordinary platform to amplify this impact, expand our reach, and deepen our connection with the communities we serve.

This is a critical moment for JACC—a time of opportunity, innovation, and hope. If you are a visionary leader with a passion for creating meaningful change, we invite you to join us on this transformative journey.

We look forward to learning more about you and the perspective you could bring to this important work. Together, we can ensure that Junior Achievement continues to inspire and empower generations to come.

Warm regards,

Mike Ryan

Board Chair

On Behalf of the Board of Directors

Junior Achievement of Central Carolinas

EMPOWERING FUTURES SINCE 1958

OUR MISSION

Junior Achievement aims to inspire and prepare young people to succeed in a global economy.

OUR VISION

By 2025-26, 35,000 students in the Charlotte region each year will take part in real-world learning experiences on their path to graduation:



Build early foundations in business and money



Gain actionable knowledge in how to build financial health



Connect to careers where they can make an impact for themselves, their family, and their community



More than half will come from Title 1 or economically disadvantaged schools

IMPACT BY THE NUMBERS

31,284
Students Served

322,844
Instructional Contact Hours

1,424
Overall Volunteers

57.1%
of students were enrolled in free & reduced lunch

1,791
Learning Experiences



Schools across Ashe, Bladen, Buncombe, Cabarrus, Chester, Gaston, Iredell, Lancaster, Lincoln, Mecklenburg, Rowan, Scotland, Stanly, Union and York counties

ETHNIC DIVERSITY



KEY ACHIEVEMENTS AND MILESTONES

In the past three years, JACC has seen tremendous growth, serving over 31,000 students in 2024 - a more than 50% annual increase.

We have collaborated closely with local school districts to ensure every student has the opportunity to thrive through the transformative Junior Achievement experience.



THE OPPORTUNITY

CEO of Junior Achievement of Central Carolinas

SUMMARY

The Board of Directors of Junior Achievement of Central Carolinas (JACC) seeks a dynamic CEO to lead the organization from its innovative headquarters. This facility offers an immersive, hands-on learning environment to inspire and empower future leaders, fostering education and impactful community engagement.

Ideal candidates will have executive-level experience in fundraising, leadership, program management, community relations, marketing and board development. They should be strategic, financially adept, and passionate about JACC's mission, with a proven ability to build strong teams and foster a positive culture.

JACC serves 31,284 students annually, supported by 1,424 dedicated volunteers who contribute to delivering 322, 844 instructional hours.



Benefits include health coverage through United Healthcare, dental, vision, and a 401(k) plan with Transamerica.

PURPOSE OF POSITION

Leads a major Junior Achievement area as CEO, overseeing fundraising, programs, planning, finance, public relations, staff development, and administration under the local Board's policies.

QUALIFICATIONS REQUIRED

- Bachelor's degree or equivalent business experience
- Ten years experience in related field with successful track record
- Excellent management, communication, organization and interpersonal skills
- Proven experience managing P&L, driving results, and fostering growth through innovative strategies
- Willingness to undergo criminal and credit background check

DESIRED QUALIFICATIONS

- Management experience in education or nonprofit organization
- Demonstrated expertise in sales/marketing or fund raising
- Experience working with a Board of Directors

KEY LEADERSHIP COMPETENCIES

- Development & Growth Leadership
- Manages with business acumen
- Passionate advocate for the mission
- Determined leader who executes relentlessly against the vision
- Visionary leader
- Talented team builder (in the context of both board and staff)
- Motivator who can engage individuals
- Intellectually and emotionally competent

POSITION RESPONSIBILITIES

- Committed to advancing JA's mission with the community and serve as a passionate advocate.
- Ensures the financial health of Junior Achievement by developing and executing effective fundraising campaigns, implementing innovative approaches to resource generation, and managing financial resources to meet strategic and operational goals.
- Effectively applies fundamental selling skills to prospect, connect, and cultivate relationships that secure support for JA. Effectively communicates the value and benefits to the prospect, the community, and Jr. Achievement.
- Develops and manages a budget, acts on financial insights, and ensures alignment with organizational objectives.
- Stewards relationships with an emphasis on creating mutually beneficial, long-term engagements that support JA's mission and sustainability.
- Develops and implements strategic plans that assure the stability and growth of JA in the Area within the context of the internal and external market forces and regulations.
- Works with the Board of Directors to develop policy and assure proper governance
- Works with the Executive Committee of the Board of Directors to recruit, orient, and encourage engagement of Board members; manage effective regular meetings with the Board including the development of the agenda and any reports and materials.
- Accurately projects staffing requirements; recruits, hires and trains associates; manages staff performance to assure achievement of all goals and objectives.
- Manages implementation of all programs and ensures programs are executed within acceptable standards to assure growth in student impact.
- Participates in preparing and reviewing grant applications and requests
- Prepares, gains Board approval, and implements a public awareness plan and acts as a representative with governmental, political, community, civic and industry groups.
- Assures that Junior Achievement operates in compliance with all requirements of the Junior Achievement Operating Agreement and additional requirements established by the Board of Directors.
- Other duties as requested by the Board of Directors.

COMPENSATION

Junior Achievement of Central Carolinas offers a competitive compensation package, including salary and benefits, commensurate with experience.

HOW TO APPLY

To apply, please email ****PresidentHiring@ja.org**** with "Charlotte" as the subject line. Candidates should include the following:

- A current resume
- A cover letter outlining your qualifications and interest in the position
- Three professional references

Applications will be accepted until the position is filled.



**Junior
Achievement**[™]
of Central Carolinas