



# TEMPE Community Council

Connecting Those in Need with Those Who Care



## EXECUTIVE DIRECTOR & CHIEF EXECUTIVE OFFICER (CEO)

### EXECUTIVE LEADERSHIP OPPORTUNITY

Tempe Community Council (TCC) is seeking an experienced, visionary Executive Director & Chief Executive Officer (CEO) to lead one of Tempe's most trusted human services organizations, dedicated to connecting those in need with those who care.

This is an exceptional opportunity to lead TCC through its next chapter as an independent nonprofit, expanding philanthropic investment, cultivating strategic partnerships, and improving lives throughout Tempe.



**Posted**  
July 10, 2026



**Position Open Until Filled**  
Applications will be reviewed as they are received.



**Tempe, Arizona**  
On-site with community engagement



### ABOUT TCC

Founded in 1972, Tempe Community Council (TCC) is a 501(c)(3) nonprofit that connects people, resources, and partners to improve lives in Tempe.

TCC serves as both a direct service provider and a community convener, bringing together nonprofits, government, businesses, and residents to address Tempe's most pressing human service needs. Through grantmaking, community planning, collaborative partnerships, and direct programs, TCC helps ensure individuals and families have access to resources that promote stability, health, and opportunity.

Building on more than five decades of trusted leadership, TCC is enhancing its organizational capacity while maintaining its longstanding partnership with the City of Tempe and expanding its community impact.



### THE OPPORTUNITY

The Executive Director & CEO will provide visionary leadership and operational excellence to advance TCC's mission, deepen community partnerships, and ensure long-term sustainability.

This is a high-impact leadership role for a strategic fundraiser, collaborative leader, and relationship builder who is passionate about creating positive change and expanding community impact in Tempe.



Learn about our work and impact:  
[tempecommunitycouncil.org/annual-reports](https://tempecommunitycouncil.org/annual-reports)



### LEADERSHIP HIGHLIGHTS

- Serve as TCC's chief ambassador while leading fundraising, philanthropy, and long-term revenue growth
- Guide TCC's continued transition and success as an independent nonprofit
- Oversee operations, financial stewardship, and organizational sustainability.
- Champion innovative human service strategies that improve lives and respond to emerging community needs in Tempe
- Partner closely with the City of Tempe, nonprofit agencies, and community stakeholders
- Lead, develop, and inspire a talented and mission-driven team

### FIRST-YEAR PRIORITIES

- ✓ Lead TCC confidently into its next chapter as an independent human services nonprofit organization
- ✓ Build a sustainable fundraising engine and diversify revenue streams
- ✓ Expand philanthropic support across individual, corporate, foundation, and grant revenue
- ✓ Maintain a strong partnership with the City of Tempe and ensure excellence in the grantmaking and needs assessment process
- ✓ Foster a positive, high-performing internal culture



### HOW TO APPLY

Interested candidates should submit a cover letter and résumé through the TCC website:

[tempecommunitycouncil.org/jobs-rfps](https://tempecommunitycouncil.org/jobs-rfps)

Applications will be reviewed as received.

The position will remain open until filled.



117 E. 5<sup>th</sup> Street, Suite 200  
Tempe, AZ 85281



480.858.2300



[tempecommunitycouncil.org](https://tempecommunitycouncil.org)





## REPORTING RELATIONSHIP

The Executive Director & CEO reports directly to the Tempe Community Council Board of Directors and works closely with Board Leadership, staff, donors, community stakeholders, nonprofit partners, and City of Tempe representatives.



## PRIMARY RESPONSIBILITIES

### 1. FUNDRAISING AND REVENUE LEADERSHIP

- Lead comprehensive fund development strategy and serve as the organization's lead fundraiser
- Develop and lead a comprehensive annual and multi-year fund development strategy
- Build and manage relationships with major donors, corporate sponsors, foundations, and other philanthropic partners
- Identify, cultivate, solicit, and steward gifts in support of TCC's mission and priorities
- Lead grant strategy and oversight of grant writing, proposal development, submissions, reports, and stewardship
- Expand philanthropic visibility and position TCC for long-term revenue growth
- Partner with the Board of Directors to deepen board engagement in fundraising, donor development, and external relationship building
- Oversee donor communications, sponsorship strategy, fundraising campaigns, and related engagement opportunities
- Diversify revenue streams and reduce overreliance on any single funding source where possible

### 2. EXECUTIVE LEADERSHIP AND STRATEGY

- Provide overall leadership for the organization's vision, strategy, and execution
- Guide TCC through its continued transition and success as an independent nonprofit organization
- Work in partnership with the Board of Directors to establish strategic direction and organizational priorities
- Translate strategic goals into annual plans, measurable objectives, and clear accountability
- Serve as the chief ambassador and external voice of the organization

### 3. OPERATIONS AND FINANCIAL OVERSIGHT

- Oversee day-to-day operations, administration, and organizational performance
- Lead budgeting, financial planning, and fiscal oversight in partnership with the Board and finance leadership
- Ensure sound financial stewardship, internal controls, compliance, and reporting
- Develop and enhance policies, systems, and operational infrastructure appropriate for an independent nonprofit organization
- Support long-term sustainability through thoughtful planning, prioritization, and resource allocation

### 4. PROGRAM LEADERSHIP AND COMMUNITY IMPACT

- Oversee TCC's programs, initiatives, and service delivery to ensure alignment with mission and community needs
- Support high-quality implementation, evaluation, and continuous improvement across programs
- Ensure organizational decisions are informed by data, community voice, and demonstrated need
- Maintain TCC's reputation as a trusted and collaborative community partner

### 5. CITY OF TEMPE RELATIONSHIP MANAGEMENT

- Serve as the primary executive relationship manager with the City of Tempe
- Steward and strengthen the partnership agreement and ensure responsiveness to City priorities and expectations
- Ensure the successful delivery of TCC's responsibilities related to the community needs assessment
- Oversee the annual process for reviewing, recommending, and awarding grant funding in a manner that is transparent, effective, and community-centered
- Build and maintain strong relationships with City staff, elected officials, nonprofit agencies, and community stakeholders

### 6. STAFF LEADERSHIP AND ORGANIZATIONAL CULTURE

- Lead, supervise, and develop staff (employees, contractors, and city-granted personnel) while fostering a strong, healthy, and accountable organizational culture
- Ensure role clarity, strong communication, and high performance across the team
- Support talent development, performance management, and succession planning
- Promote a workplace culture rooted in service, collaboration, inclusion, professionalism, and stewardship



## QUALIFICATIONS & EXPERIENCE

- Bachelor's Degree in nonprofit leadership, public policy, or related field; a Master's degree is preferred
- At least 10 years of experience leading nonprofit organizations, either driving overall operations or philanthropy
- Demonstrated success in fundraising and revenue development, including major gifts, corporate sponsorships, foundation funding, and grant writing
- Experience leading organizational operations, budgeting, staff management, and strategic implementation
- Strong external relationship-building skills, including success working with boards, donors, public-sector partners, and community stakeholders
- Prior experience leading an organization through growth, transition, or structural change
- Knowledge of human services, community-based programming, and nonprofit funding ecosystems
- Experience with community needs assessments, public funding processes, or grantmaking and regrants models
- Familiarity with the Tempe community and broader regional nonprofit landscape is highly desirable



## KEY LEADERSHIP COMPETENCIES

- Visionary & Strategic Thinker
- Fundraising Ambassador
- Collaborative Relationship Builder
- Excellent Communicator
- Financially Savvy
- Integrity and Accountability
- Inclusive and Equitable Leader
- Results Oriented



## COMPENSATION

Competitive salary commensurate with experience and qualifications, along with an employee benefit stipend.



## HOW TO APPLY

Interested candidates should submit a cover letter and résumé through the TCC website. Only applications submitted through this website will be accepted.

Applications will be reviewed as they are received. Interested candidates are encouraged to apply early.

This recruitment will remain open until a successful candidate has been selected.



[tempecommunitycouncil.org/jobs-rfps](https://tempecommunitycouncil.org/jobs-rfps)



### Equal Opportunity / Reasonable Accommodation Employer

Tempe Community Council (TCC) is an Equal Opportunity / Reasonable Accommodation employer. TCC does not discriminate on the basis of race, color, gender identity, sexual orientation, religion, national origin, familial status, age, disability, and United States military veteran status. Pursuant to the Americans with Disabilities Act, TCC will make a reasonable accommodation(s) during the recruitment and selection process. Persons with a disability may request a reasonable accommodation by contacting TCC at 480.858.2300.