



Position Description

Position Title:	President & CEO
Organization:	Latin Americans Working for Achievement (LAWA)
Location:	Pfeiffer University Campus, Charlotte, NC
Reports To:	LAWA Board of Directors
Employment Type:	Full-time, Exempt

About Latin Americans Working for Achievement

Latin Americans Working for Achievement has been advancing the education and quality of life of Latinos in the Charlotte region since 1992. LAWA aims to close academic achievement gaps, improve high school graduation rates, and increase the number of Latino students that pursue and complete post-secondary education.

In collaboration with regional high schools, universities, and corporate partners, LAWA delivers programming to provide Latino youth with the resources to become contributing members of the community and workforce.

- **Scholarship Program:** Supports first-generation Latino students pursuing higher education goals.
- **High School Series:** Free, bilingual workshops designed to help Latino families prepare for post-secondary education.
- **Mentorship Program:** Scholars and their families have a community mentor to help guide them and better prepare them for their future.

LAWA has provided more than \$1 million in scholarships and touched the lives of hundreds of Latino families. Each year, more than 500 people attend the High School Series workshops, and 60+ scholarships are awarded to students pursuing post-secondary education.

In 2023, LAWA adopted a new five-year strategic plan focused on expanding regionally, growing referral relationships, building operational capacity, and deepening corporate partnerships.

LAWA is a 501(c)(3) nonprofit organization funded through philanthropic gifts, corporate sponsorships, university partnerships, foundations support, and grants.

To learn more about LAWA, please visit <https://www.lawanc.org/>.

The Role

Latin Americans Working for Achievement is seeking a visionary President & CEO to lead the organization into its next phase of growth and impact in providing high-quality educational opportunities to Latino families in the Charlotte region.



The ideal candidate will possess expertise in strategic leadership, operations management, resource development, and community partnerships. The President & CEO will be responsible for setting and executing the strategic direction of the organization, ensuring operational efficiency, fostering a positive workplace culture, and driving forward the mission with passion and dedication. Reporting to, and working with, a 14-person board of directors, the President & CEO will lead a team of four staff members.

Key responsibilities include:

- **Strategic Leadership:** Develop and implement strategic plans that align with the LAWA's mission and vision to empower Latinos. Partners with the board of directors to lead sustainable organizational growth and expansion initiatives.
- **Operations Management:** Oversee day-to-day operations, ensuring efficient and effective utilization of resources to manage an operating budget greater than \$500,000. Implement best practices to optimize organizational processes and workflows. Operate in a safe and secure manner with strong financial discipline to ensure compliance with all applicable laws and regulations.
- **Team Management:** Provide inspirational leadership to mission-driven staff, fostering a workplace culture of innovation, collaboration, and accountability. Mentor and develop a team of dedicated staff and monitor organizational capacity to execute the operational aspects of its work.
- **Resource Development:** Lead fundraising efforts to invest in Charlotte's Latino students, cultivating relationships with donors, corporate partners, foundations, and other funders. Develop and execute comprehensive fundraising strategies to ensure financial sustainability, diversify revenue streams, and increase impact.
- **Partnership Development and Community Engagement:** Build and maintain authentic relationships with donors, funders, universities, community partners, government agencies, and families. Advocate for the students and families being served by LAWA, fostering support for, and building champions for the mission.
- **Program Management:** Oversee the development, implementation, expansion, and evaluation of LAWA scholarships, programs, and initiatives. Use data and metrics to ensure program effectiveness and alignment with organizational objectives.

Qualifications and Competencies

The ideal candidate will have the following professional and personal qualities, skills, and lived experiences:

- Passion for LAWA's mission and knowledge about Latino educational opportunity and economic mobility.



- Proven track record of leadership in the nonprofit sector, with a minimum of 5 years of executive-level experience.
- Strong strategic planning and execution skills, with the ability to coordinate with various stakeholders and delegate effectively.
- Demonstrated success in fundraising and resource development; experience cultivating, soliciting, and stewarding major gifts.
- Experience in financial management, community engagement, advocacy, and program management.
- Experience creating and maintaining a positive workplace culture.
- Demonstrates cultural competency.
- Strong interpersonal and deep relational skills with the ability to advocate for the mission and Latino community and educational access.
- Experience working effectively with a board of directors.
- Exceptional English and Spanish communication and interpersonal skills, with the ability to grow and manage relationships with diverse stakeholders.
- Bachelor's degree in business administration, non-profit management, education, or a related field preferred.
- Availability to work onsite for evening and weekend programming, as scheduled.

Compensation and Benefits:

This is a full-time exempt position with a competitive base salary range offered between \$80,000 - \$85,000 plus an annual incentive bonus potential. LAWA provides a generous benefits package including employer-sponsored medical insurance, 401(k) retirement match, and PTO.

A flexible work schedule accommodates both onsite and remote work. This hybrid schedule fosters an inclusive environment for productivity and work-life balance.

To Apply

LAWA has partnered with recruiting consultant Tanya Varanelli to support this leadership search. Please submit applications to HR@lawanc.org. Applications must include a customized cover letter and resume to be considered for the role. Please also indicate where you learned of the opportunity.

Applicants must be authorized to work in the US (sponsorship will not be provided).

LAWA is an equal opportunity employer and candidates of diverse backgrounds are encouraged to apply.