

## Leadership Position as President of the State Chamber

The Delaware State Chamber of Commerce, dedicated to promoting an economic climate that strengthens the competitiveness of Delaware businesses and benefits the citizens of our state, is in search of its next leader due to the retirement of its current President in the summer 2018

As President of the State Chamber of Commerce you will serve as the leader of the state's largest and most influential business advocacy group representing businesses of all sizes. As Delaware faces a more competitive environment we need to compete for business more aggressively. The new President will analyze and develop the strategy needed to compete both regionally and nationally for business growth.

A thought provoking, driven leader will be needed to continue the 2017 market changing legislative initiatives influenced by the Chamber in Delaware which resulted in updating the Coastal Zone Act and establishment of the Delaware Prosperity Partnership. Areas of focus may include reevaluating the business atmosphere in Delaware; reducing healthcare costs, advancing better educational outcomes as well as examining the personal income tax structure, analyzing right to work legislation and prevailing wage discussions versus those of our surrounding states.

In addition to attracting new business, a key focus area will be on the ability for current and future companies to operate effectively and efficiently, including issues such as licensing and permitting. The new President will be expected to grow membership and establish a fruitful relationship with the Board, Chamber members and governmental representatives.

The State of Delaware has long been known for its world-renowned chemical, financial and corporate market segments. While change abounds in these sectors, Delaware business and government leaders must continue to work together and build upon recent successes such as the securing of two business segments of DowDuPont, which will remain in Delaware after the company merger. As numerous entrepreneurial incubators have launched in Wilmington, the Chamber looks to embrace the generational, market and business changes necessary to attract new business start-ups.

The successful candidate will have demonstrated knowledge and expertise on economic development principles, the regional economy, political environment, membership recruitment, with the ability to fundraise and be able to manage challenges which could inhibit growth and prosperity of large and small employers here in the first state.

Our Chamber President will need to demonstrate openness to ideas from a variety of sources and focus on achieving the best outcomes for Delaware business growth.

**For confidential consideration, interested applicants should submit a letter of interest and resume by email to [DSCCFirstState@gmail.com](mailto:DSCCFirstState@gmail.com). A deadline of December 15, 2017 has been established to accept resumes for this position.**



## President - Leadership Opportunity

The Delaware State Chamber of Commerce is the leading advocate of and promotor of a positive economic climate that strengthens the competitiveness of Delaware businesses and benefits the citizens of the state. Founded in 1837 as the Wilmington Board of Trade, the Delaware State Chamber of Commerce has a long history as the largest, most influential business organization in the state.

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The President of the Delaware State Chamber of Commerce reports to the Board of Directors and is responsible for delivering the strategic goals as established by the Board as well as efficient management of the organization.. The President is accountable for executing all policies established by the Board and serves as Chief Executive of all the Chamber subsidiaries which includes the following: the Small Business Alliance, the Delaware Manufacturers Association, the Delaware Public Policy Institute, Delaware Retail Council, the (Education) Partnership, Inc., and the Center for Business Management.

Specific responsibilities to be performed within the limits of the bylaws of the Chamber and policies established by the Board of Directors include but are not limited to –

- Establishing the organizational structure for the office and the related staffing structure.
- Oversees the recruiting, hiring and training of staff, through administering an effective personnel program, which includes job descriptions, performance standards, performance appraisals, and salary administration.
- Developing and leading effective membership development and membership services programs. Advancing the professional, technical, managerial skills of membership by creating and institutionalizing a member education program.
- Designing, implementing and maintaining an effective, responsive communication program to meet the needs of the members.
- Providing all necessary information and materials to the Chamber and to inform the Board, elected officials, and the membership on appropriate issues on a timely basis.
- Successfully leading effective internal and external public relations through all media channels including the use of social media. Serving as the spokesperson for the Chamber in conjunction with the Chairman of the Board.
- Managing an effective government affairs program by representing the interests of the Chamber membership to government agencies as appropriate.
- Managing the finances of the Chamber and its subsidiaries, including the preparation of an annual budget and long-range financial forecasts of needs.
- Submitting all required written monthly reports and recommendations to the Board of Directors.
- Administering an effective economic development program that meets the needs of the membership.
- Serve as chief fundraiser in this leadership position.



### **Key relationships requirements –**

- Engage in regular contact with elected officials, the Board of Directors and its committees on policy matters and other issues as appropriate.
- Maintain personal contact with regional, state and national organizations and other general membership to the greatest degree possible.
- Maintain appropriate relationships with other associations and vendors to enhance the image of the Chamber and the attainment of its objectives.
- Stay in tune with our membership, both large businesses and start ups and understand their needs.

It is recommended that a successful candidates would possess the following experience and skills:

### **Business Leadership –**

- 5 years pertinent experience in a leadership capacity with a comparable Board or matrixed organization: including member relations, recruiting, development/education and retention.
- Ideal candidates will have well-rounded leadership experience inclusive of business development, P&L management, economic development, personnel management, operations and strategic planning.

### **Advocacy and Community Relations –**

- Proven success interacting with local and state government agents with thorough understanding of applicable Delaware policies and legislation.
- Extensive knowledge of state and local government operations, including the various legislative processes with demonstrated examples of successful interactions or participation in the legislative process.
- Demonstrated experience and savvy with all varieties of media and public relations, possessing a well-respected network of professionals, government and business leaders.
- Significant positive existing network of professional relationships within relevant local, state, regional and national boards, businesses, legislative organizations and community groups. Ideal experience will include the demonstration of developing and maintaining of relationships to positively drive or enhance initiatives among diverse groups of members, business and community leaders, vendors and other associations.