



## CHIEF EXECUTIVE OFFICER POSITION ANNOUNCEMENT JUNE 2025

### THE OPPORTUNITY

The University Area Community Development Corporation, Inc. (UACDC) Board of Directors has engaged in an executive leadership search to identify its next Chief Executive Officer (CEO) to build upon nearly three decades of success in community development and social impact. The next CEO will serve as the strategic and operational leader of the organization, helping fulfill UACDC's mission to champion positive transformation and improve the quality of life in Tampa's University Area through education, economic development, workforce, health and wellness, attainable housing, and the cultural arts.

### ABOUT THE UNIVERSITY AREA CDC

University Area Community Development Corporation, Inc. (University Area CDC) is a 501(c) (3) public/private partnership whose mission is children and family development, crime prevention, and commerce growth. Its primary focus is the redevelopment and sustainability of the at-risk areas surrounding the Tampa campus of the University of South Florida. For nearly 28 years, University Area CDC has championed positive changes in the economic, educational, and social levels of the community through youth programs, adult education, affordable housing, workforce and resource assistance, and community engagement. Our vision is to serve as a change agent fostering collaborations with community partners to address the needs of residents, families, and businesses so they can take back the streets of the University Area Community where they can safely grow and prosper for years to come.

University Area CDC has spearheaded positive change and accomplishment in the community, resulting in over \$200 million in construction development. University Area CDC handled the creation and operation of a 50,000 square foot, state-of-the-art Community Center Complex and were instrumental in creating a 28-acre campus containing Muller Elementary, a nationally recognized magnet school, Bowers Whitley, a career-centered high school, Junior Achievement Enterprise Village, a Social Services Center, a Health Care Center, the Arthenia L. Joyner University Area Community Library, Harvest Hope Park and are currently building a Cultural Campus. Funds provided through a diverse portfolio of grants and foundations, private contributions and public appropriations help residents participate in most programs free of charge.

#### Our Brand Promise

We promise to be a beacon of hope and a safe haven for those who need a voice. As fearless champions of University Area residents, we will empower them with the essential tools needed to attain better jobs, better health, and better futures for their children. We are doing more than making positive change in our community – we are transforming the lives of generations to come.

UACDC's innovative and resident-driven programs include:

- INVEST Workforce (& Economic Development)
- Prodigy® Cultural Arts Program
- Get Moving (Health & Wellness)
- STEPS for Success®



- Attainable Housing Programs
- Community Real Estate Development & Land Banking
- Harvest Hope Park & Community Garden
- The Campus at Harvest Hope

With a dedicated staff of more than 40 team members and support from hundreds of volunteers, UACDC delivers impact-driven programming to more than 13,000 individuals annually and manages an operating budget of approximately \$10 million.

## POSITION SUMMARY

The ED/CEO is the senior-most leader of UACDC and is responsible for translating vision into action through effective strategy, operational excellence, and strong community leadership.

This individual will serve as the primary spokesperson and ambassador for the organization, strengthening its visibility, partnerships, sustainability, and long-term impact. The ideal candidate is an experienced nonprofit or public-sector executive with a deep understanding of community development, housing, economic mobility, and place-based strategies. The CEO will provide inspiring leadership to a diverse and passionate team, champion equity, and drive measurable progress toward UACDC's mission.

## PRIMARY RESPONSIBILITIES

### Strategic Vision & Leadership

- Lead the organization in refining and implementing its strategic plan to address current and future community needs.
- Foster a culture of innovation, collaboration, continuous improvement, and results-based accountability.
- Inspire, support, and coach the senior leadership team to deliver on programmatic, operational, and development goals.

### Fund Development & External Relations

- Serve as chief fundraiser, cultivating relationships with foundations, donors, corporate sponsors, and public funders.
- Advance UACDC's visibility and influence through speaking engagements, public forums, and media appearances.
- Build and strengthen coalitions with neighborhood groups, anchor institutions, civic leaders, and partner agencies.

### Operational Excellence & Financial Stewardship

- Ensure operational infrastructure is efficient and aligned with strategic priorities.
- Lead financial planning and oversight to sustain and grow UACDC's diverse funding base.
- Manage facilities, assets, and real estate development projects with accountability and community benefit in mind.



### Program Development & Implementation

- Oversee the design, delivery, and evaluation of UACDC programs to ensure they are responsive, measurable, and aligned with community needs.
- Foster cross-department collaboration and integrate wraparound services that support resident self-sufficiency.
- Monitor program performance and outcomes using data-driven practices and continuous feedback loops.
- Ensure compliance with grant requirements and funding agency standards.

### Board Governance & Organizational Culture

- Collaborate with the Board of Directors to ensure effective governance and strategic alignment.
- Promote a workplace culture grounded in UACDC's core values: integrity, collaboration, inclusiveness, creativity, and excellence.
- Champion a Trauma-Informed Care and equity-centered organizational approach.

### Community Development (Real Estate & Attainable Housing)

- Oversee UACDC's community development and real estate initiatives, including attainable housing, mixed-use developments, and land acquisitions.
- Align real estate projects with resident needs, community input, and UACDC's broader mission.
- Strengthen relationships with planning authorities, developers, architects, and funding institutions to support transformative community infrastructure.
- Ensure compliance and accountability in all real estate investments and public-private development partnerships.

## **POSITION QUALIFICATIONS**

- Bachelor's degree required, master's degree in nonprofit management, urban planning, business, or related field preferred.
- Proven leadership experience (10+ years) in a complex nonprofit, public, or social enterprise organization; CEO or senior executive experience required.
- Demonstrated success in fund development, strategic planning, and community partnerships.
- Knowledge of community development, affordable housing, workforce development, or health equity preferred.
- Strong financial acumen and experience managing budgets of \$5 million or more.
- Excellent communication, relationship-building, and team leadership skills.
- A respected and proven collaborator and connector working with Tampa Bay community, business, and community leaders.

Must pass applicable pre-employment screening and demonstrate legal authorization to work in the United States. Ability to accommodate a flexible work schedule during strategic periods of the year including weeknights, weekends, and key events.



## SALARY & BENEFITS

- The starting salary range is \$165,000 - \$175,000 and shall be commensurate with experience.
- Comprehensive benefits package including medical, dental, vision, life insurance, disability and 401k savings plan with a company match, and opportunity for a bonus after the first year based on performance.
- Paid holidays and PTO days that accrue based on years of service.

## HOW TO APPLY

[University Area CDC](#) has retained [Catalyst Consulting Services](#) to conduct this search on their behalf. Application submissions will be reviewed beginning June 16, 2025. The Board of Directors is committed to an aggressive timeline to onboard the next CEO by September 2025.

To be considered for this opportunity, please submit in one document a cover letter and resume via email to: Michelle Turman, President & CEO [mturman@catalystcs.org](mailto:mturman@catalystcs.org)

*University Area CDC does not discriminate applicants or employees for terms of employment on the basis of race, color, religion, sex (including pregnancy, and sexual orientation), national origin, age, disability, or genetic information. University Area CDC is a drug-free workplace.*