



President



Southland
Development Authority

Driving Growth in Greater Chicago

Southland Development Authority, in partnership with Carrington & Carrington, Ltd. Diversity Executive Search, aims to deliver talent and diversity to its workforce.

Prospectus 2024



333 North Canal Street, Suite 3305
Chicago, IL 60606-1541

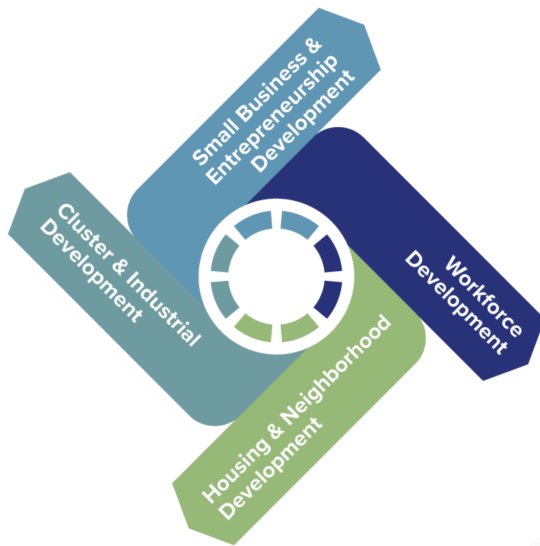
312-606-0015
www.carringtonandcarrington.com



Southland Development Authority Overview

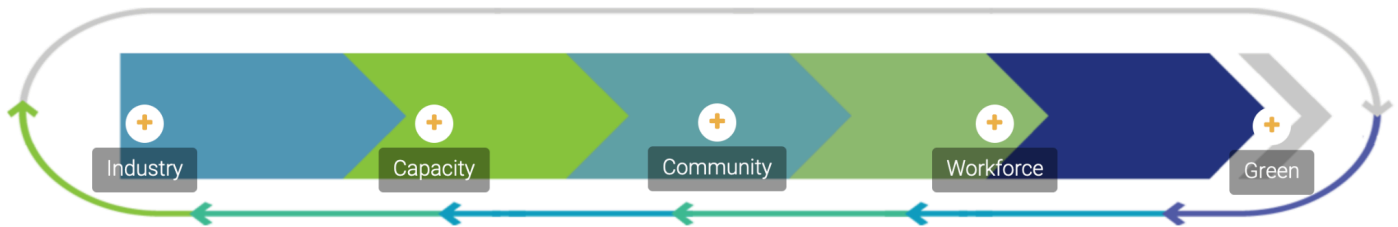
About Southland Development Authority

The Southland Development Authority is a non-profit business organization designed to grow the economy of the South Suburbs. Launched in 2019 by business, civic and political leaders across the Southland, the Authority brings the resources and capacity necessary to achieve transformative and inclusive economic growth for the region. It focuses on investment in industry, workforce, housing, and communities.



The Southland Development Authority continually analyzes the assets, markets and development opportunities of the region; convenes, conceives and executes with partners large scale, strategic investments; and provides a nimble, professional, single point of entry for businesses, residents, developers and investors to efficiently and effectively get the resources they need. By coordinating mutually reinforcing investments in the industries, workforce, real estate and communities of the Southland, the Authority implements transformational economic development, driving business and community growth and prosperity.

Our Approach



We help business owners, working people, residents and investors prosper by connecting them to opportunity through delivering mutually reinforcing strategies.

- Through industry we drive innovation in strong industrial clusters.
- Through capacity we create institutional infrastructure for transformative growth.
- Through community we revitalize & develop housing and consumer amenities to attract & retain residents.
- Through workforce we promote targeted, employer-driven workforce development.
- Through green we establish Southland as a “green playground”.



About the Role

POSITION DESCRIPTION

POSITION TITLE: President

REPORTS TO: Chief Executive Officer (CEO)

STAFF: 25 (combination of full-time employees and contractors)

LOCATION: Tinley Park, IL (Chicago South Suburbs)

ORGANIZATION: Southland Development Authority

OVERVIEW:

Southland Development Authority (SDA) is dedicated to fostering economic growth and community development within the South Suburban region. Our mission is to drive sustainable development, support local businesses, and enhance the quality of life for residents through strategic initiatives and partnerships.

SUMMARY:

The President will play a pivotal role in supporting the CEO to execute the corporation's strategic vision. This individual will be instrumental in managing operations, spearheading development projects, and nurturing stakeholder relationships to promote the region's economic and social prosperity. The successful candidate will be a strategic thinker and a collaborative and energetic leader with seasoned management experience.

RESPONSIBILITIES:

- Work closely with the CEO to develop and implement strategic plans that reflect the corporation's commitment to community development and economic revitalization
- Oversee major development projects, ensuring they align with the corporation's goals and deliver tangible benefits to the Southland community
- Engage with government entities, local businesses, and community leaders to build partnerships and secure funding for development initiatives
- Collaborate with the finance team to manage budgets and financial strategies that maximize resource allocation for community projects
- Champion a culture of excellence and inclusivity within the organization, promoting employee development and aligning staff efforts with the corporation's mission
- Leverage technology and innovative practices to improve organizational efficiency and the effectiveness of community development programs



- Respond to crises with strategic solutions that safeguard the corporation's interests and the well-being of the Southland community
- Advocate for corporate social responsibility, ensuring that all activities adhere to ethical standards and positively impact the Southland region
- Assist and direct fundraising and revenue generation
- Work with Finance and Administration team to prepare budgets and ensure accurate and timely financial reporting
- Attract, train, motivate and retain staff
- Report and share information with the Board to ensure they are kept fully informed on the condition of the organization and important factors influencing it
- Ensure highly productive relationships and partnerships for the benefit of the organization
- Set goals, monitor work, and evaluate results to ensure that departmental and organizational objectives and operating requirements are met and are in line with the needs and mission of the organization
- Work alongside community leaders, executive directors, business partners, donors/funders, government officials, and senior staff/board members
- Participate in and nurture broad networks of alliances with others to exchange knowledge and information about learning and change in support of program initiatives

QUALIFICATIONS:

- Master's degree preferred in business, urban planning, finance, marketing, or related field
- 7-10 years progressive management with significant leadership experience in community development, economic development, Real Estate Development and/or Finance
- Proven success in working with industry, diverse, civic and public sector officials and communities with complex challenges and opportunities
- Demonstrated success in managing large-scale projects and initiatives that benefit communities
- Strong P&L experience in non-profit or public sector
- Excellent communication skills with the ability to engage diverse stakeholders
- Commitment to the corporation's mission and values

COMPENSATION:

Salary range is \$200,000-\$225,000 plus bonus potential and is commensurate with experience

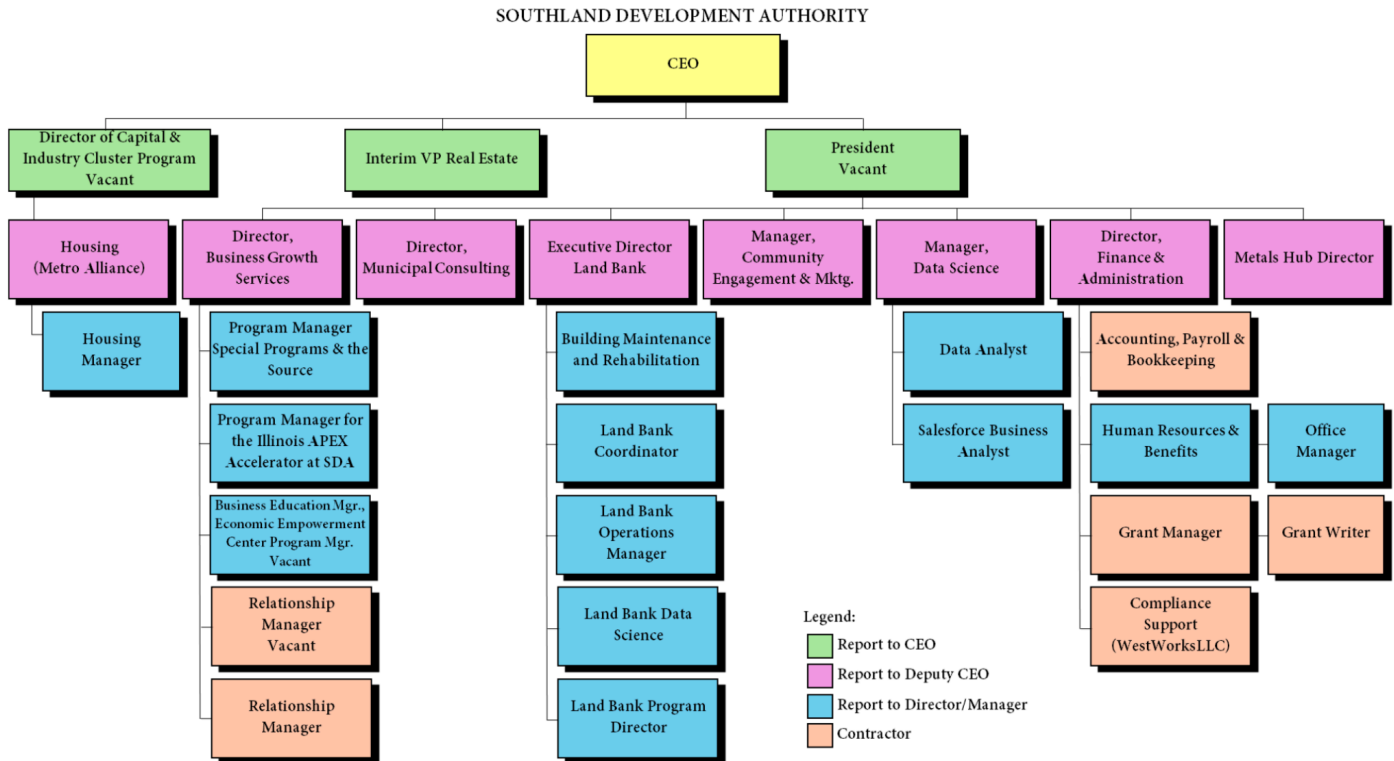
CONTACT:

Qualified candidates expressing interest in the opportunity, please submit a resume/CV and cover letter with President in the subject line to:
Marian Carrington at President@carringtonandcarrington.com.



Organizational Chart

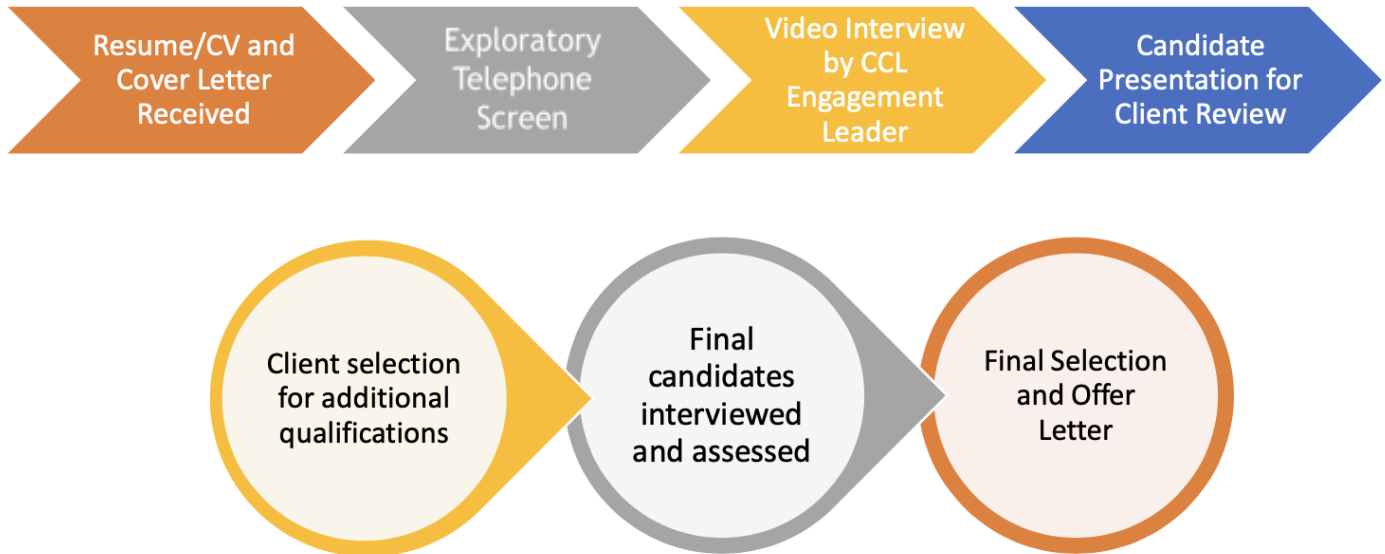
ORGANIZATIONAL CHART





The Candidate Process

Southland Development Authority has retained Carrington & Carrington, Ltd. (CCL) to process, review, and evaluate all candidates for this role. The following chart indicates the candidate selection process.



- **Candidate Assessment Questionnaire** may be required prior to Client submittal. The assessment questionnaires consist of 5-10 questions. This is also an excellent way to clarify your candidacy specific to the role as well as supplement our assessment to determine the right fit for this role.
- **Employment and Education verifications** are completed prior to Client submittal. Carrington & Carrington, Ltd uses a third-party service to conduct the verification service. All information provided is secured for privacy.
- **Reference Checks** are completed only if an offer letter is given.

Equal Employment Opportunity

Southland Development Authority provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to sex, sex stereotyping, pregnancy (including pregnancy, childbirth, and medical conditions related to pregnancy, childbirth, or breastfeeding), race, color, religion, ancestry or national origin, age, disability status, medical condition, marital status, sexual orientation, gender, gender identity, gender expression, transgender status, protected military or veteran status, citizenship status, genetic information, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.