

President and CEO Search

GrowFL, Inc.

GrowFL, Inc., is conducting a nationwide search for an experienced, dynamic professional to serve as their next president and CEO. The president/CEO serves as the face of the organization, implementing all goals and objectives of the organization while providing visionary leadership and fostering a collaborative environment for the GrowFL team and its Corporate Partners and its members.

The search committee seeks passionate candidates with extensive association management experience and a proven track record of successful strategic planning to drive both organizational and community growth. GrowFL's next president and CEO must have exceptional interpersonal skills, with the ability to build strong professional relationships with business leaders, effectively fundraise, while also implementing and leading the day-to-day business operations. In this role, the GrowFL president/CEO will report directly to the GrowFL board of directors and will oversee a team of professionals and consultants.

Qualified candidates must hold a bachelor's degree from an accredited college and have a background in membership organization leadership and economic development. Candidates must also be strong, visionary community leaders and collaborators with a firm understanding of the best practices required to lead a successful organization that serves second-stage growth company leaders, encompass strong advocacy skills, and hold the unique ability to implement programs and practices that ensure GrowFL remains a national leader in second-stage business assistance programs.

About GrowFL

GrowFL, Inc. is a non-profit 501(c)3 organization uniquely and exclusively dedicated to support and accelerate the growth of second-stage companies located in Florida. GrowFL provides the leaders of second-stage companies with focused, efficient, and timely access to resources they deem important. GrowFL is focused on the leaders of second-stage growth companies. The programs are designed to provide resources and connectivity that help the leaders achieve continued growth and prosperity.

Second-stage growth companies have at least 6 employees and \$750 thousand in revenue and possess the intent and desire to grow beyond second-stage. They are a small, but mighty group of entrepreneurial leaders in Florida, accounting for just 10-percent the companies, but generating more than 30-percent of the jobs.

GrowFL has a robust Advisory Board and active volunteer base. Advisory Board members share their valuable insights, feedback, and commitment to Florida's second stage entrepreneurs and commit to the following guiding principles:

- We operate with a team-based approach.
- We perpetuate a spirit of connectivity.
- We advocate for GrowFL and promote partnerships.
- We put the CEO in the center of everything we do.
- We are servant leaders.

Summary:

The President/CEO, by authority granted by the bylaws and the Board of Directors of GrowFL, shall be the Chief Executive Officer of the organization, with the overall responsibility for the complete administration and operation of GrowFL.

Essential Duties and Responsibilities:

Vision/Planning: Responsible, in coordination with Board and staff, for identifying GrowFL's needs and for preparing short-term goals in conjunction with long-term goals. The President/CEO is also responsible for ongoing evaluation of all GrowFL programs and operations, with recommendations for changes and/or enhancements as needed, along with measuring progress toward the attainment of both diverse program and organizational goals.

Second-stage CEO Business Growth Programs: Responsible for growing, maintaining and continued development of GrowFL's Business Growth Programs, which include the System for Integrated Growth, Leadership Institutes, American Academy of Entrepreneurs and CEO Roundtables. These programs are conducted with the support of the Edward Lowe Foundation. The Edward Lowe Foundation has been a valuable GrowFL partner for over a decade, helping to develop various programs for the advancement of second-stage businesses. Ed Lowe often talked about breaking down brick walls — challenges that stood in his way while growing his company. As the inventor of Kitty Litter, the country's first cat-box-filler, Ed created not merely a new product but an entirely new industry. Together with his wife, Darlene, Ed launched the Edward Lowe Foundation in 1985 to help future generations of entrepreneurs, providing them greater support and resources.

Manufacturing: GrowFL established a strategic partnership with FloridaMakes in 2017 to help accelerate the growth of manufacturing companies throughout Florida. FloridaMakes is an industry-led public-private partnership to improve the productivity and technological performance of Florida manufacturers and strengthen the state's high-wage manufacturing economy. FloridaMakes is the official representative of the MEP National Network and NIST MEP in the State of Florida and provides services through Florida's existing network of Regional Manufacturers Associations and other partners to support Florida's more than 20,000 manufacturers. Services are customized to meet the needs and opportunities of individual companies. FloridaMakes operates with support from the State of Florida, NIST and Florida's manufacturers.

Membership: CEOs, presidents and business owners of second-stage companies and Corporate Partners can join GrowFL as a member. Membership chapters become a leader's go-to community to connect, collaborate and grow their business through shared experience and tactical learning. GrowFL members immediately become part of an exclusive network of CEOs who share the same entrepreneurial spirit, tenacity, and challenges. GrowFL currently has active chapters in Southeast, East Central, Tampa Bay and Northeast, that serve all members throughout Florida.

GrowFL Florida Companies to Watch: GrowFL Florida Companies to Watch (FLCTW) is a unique awards program that honors fifty second-stage companies each year for their innovation, growth, and community contributions. The companies that are selected demonstrate high performance in the marketplace, and innovative strategies and processes. The awards are a highly sought-after recognition

highlighting the work of successful leaders, their employees, and the companies they have grown in Florida. More than 500 companies have received this recognition.

Communication: Serve as a spokesperson for GrowFL; communicate the organization's position on community, regional, statewide issues impacting second-stage growth companies.

Strategic Planning: Lead the development and implementation of a consistent strategic planning process. Ensure the ongoing operations are working towards the strategic goals.

Fiscal Management: Develop GrowFL's budgets and ensure they are correlated to program goals; maintain responsibility for all expenditures within framework of the budget. Ensure the preparation of accurate and timely financial statements.

GrowFL Staff: Responsible for employment, assignment of duties, supervision, training, periodic and annual evaluations, and leadership of all GrowFL staff. Assure consistency of HR policy development and implementation and ensure that staff members are prepared to successfully implement GrowFL's programs. Foster daily working environment that values teamwork and ensures the highest levels of customer service and volunteerism. Ensure staff participation in professional conferences, seminars and institutes as needed to develop and maintain operations at peak effectiveness.

GrowFL Operations: Responsible for the internal structure of GrowFL to ensure that the organization is effectively managed to function with maximum efficiency in the anticipation, identification, and solution of organizational concerns. Recommend to Board changes in structure and procedure as needed.

Volunteers: Effectively recruit, motivate, and inspire volunteers to creative fruitful action. Work in concert with Board on key volunteer leader identification and training.

Other Duties: Perform other tasks and duties as may be assigned from time to time by the GrowFL's Board.

Qualifications:

The requirements listed below are representative of the knowledge, skill and/or ability required. Equivalent combinations of education and experience may be substituted for the expected levels of education and experience required.

Education and Experience:

A Bachelor's degree is required; an advanced degree in business, finance, public relations, or related field is desirable.

Professional experience including economic development, economic gardening, or chamber industry background.

The ideal candidate must have a proven track record of success with at least 5 years of experience. Significant Board interaction and experience leading large numbers of volunteers is strongly desired.

- Executive leadership experience (strong staff leadership and human resource development; has effectively led a complex organization).

- Economic/business development (has worked collaboratively with established public-sector delivery systems and private sector resources to effectively promote the business growth of a community, county, or region).
- Local/Regional/Statewide (has established strong regional and/or statewide community relationships; works with local and regional partners on issues and effectively manages interactions with local/regional/statewide organizations to achieve common goals).
- Management (demonstrated background of leading, managing and developing staff; inclusive while providing basic direction; allows staff to execute without excessive personal involvement).

Preferred Requirements:

- Computer proficiency (skilled in the use of Windows, Microsoft Word, Microsoft Excel, Salesforce, Teams, internet, e-mail).
- Excellent written, verbal, and interpersonal skills.
- Experience working with volunteers and committees.
- Excellent self-management and organizational skills.
- Experience with and ability to work with and motivate volunteers.
- Ability to handle multiple tasks simultaneously.
- Training and/or work experience in economic development.
- Ability to travel both in-state and out-of-state for meetings, events, and training.

Benefits:

- 401K
- Medical
- Vacation
- Sick Time
- Holidays
- Basic Life Insurance
- Disability Insurance
- Employee Assistance Program
- Flexible Spending Account Plans
- Supplemental Insurance

Work Remotely: Yes