

**PRESIDENT/CEO**  
**JUNIOR ACHIEVEMENT OF WISCONSIN**  
MILWAUKEE, WISCONSIN



Junior Achievement's purpose is to inspire and prepare young people to succeed in a global economy.

Junior Achievement of Wisconsin has partnered with Spano Pratt Executive Search to identify their new President/CEO. For a confidential conversation and to learn more about this opportunity, please contact Lindsey Kriete or Lisa Maddox.

**Spano Pratt Executive Search**

Lisa Maddox, Executive Search Consultant  
[Lisa@spanopratt.com](mailto:Lisa@spanopratt.com)  
(571) 215-7656

Lindsey Kriete, Practice Director  
[lkriete@spanopratt.com](mailto:lkriete@spanopratt.com)  
(414) 234-9033

## ORGANIZATION

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Junior Achievement (JA) has 98 JA Areas across the nation, and together is the nation's largest organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their futures, and make smart academic and economic choices. JA's programs in the core content areas of work readiness, entrepreneurship and financial literacy ignite the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century. JA's values include:

- Belief in the boundless potential of young people
- Commitment to the principles of market-based economics & entrepreneurship
- Passion for what we do and honesty, integrity & excellence in how we do it
- Respect for the talents, creativity, perspectives & backgrounds of all individuals
- Belief in the power of partnership & collaboration
- Conviction in the educational and motivational impact of relevant, hands-on learning

Junior Achievement of Wisconsin (JA Wisconsin) stands at a pivotal moment - one defined by bold vision, strategic execution, and transformative impact. JA Wisconsin is the region's premier business-connected educational provider. The organization catalyzes cross-sector partnerships to deliver innovative solutions that significantly improve educational attainment, workforce readiness, and access.

With operations throughout the state, JA Wisconsin has built a reputation for innovation and results, working with school districts to integrate and scale experiential learning. Today, over 120,000 students engage in a continuum of real-world applied learning experiences that shape their mindset, behaviors, and skills to envision and pursue opportunity-filled futures. In fact, JA is also responding to emerging needs among a growing number of young adults (18+) struggling financially with independent living after school. JA is excited to be part of this new opportunity to help support one student at a time for their "last mile" of academic learning.

This transformation has been fueled by partnerships with school districts, colleges, and major employers that are united by JA's programs to solve entrenched barriers to economic opportunity. Through these efforts, JA Wisconsin has expanded its strategic partnerships and the reach of high-impact solutions across the state.

The organization's leadership works with the board of directors to maintain strategic alignment with national initiatives and regional imperatives. Conviction of vision, clear communication, and key strategic decisions will enable the organization to continue to address the evolving needs of Wisconsin's youth.

## POSITION OVERVIEW

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JA Wisconsin is seeking a President/CEO to lead the statewide organization with bold vision, strategic clarity, and a deep commitment to economic mobility and opportunity. In close partnership with the Board of Directors, this leader will drive systemic impact by scaling innovative, experiential education initiatives that prepare young people for post-secondary pathways and high-demand careers.

The President/CEO will serve as a transformative, relationship-driven leader who thrives at the intersection of strategy, impact, and operational excellence. This leader will set and execute a clear vision for JA Wisconsin's next era of growth, aligning programs and partnerships to deepen district and workforce alignment and expand long-term impact across the state.

The President/CEO will oversee all facets of the organization, including financial performance, Board relations and governance, fundraising and resource generation, human resources and talent development, marketing and external relations, and overall organizational leadership and strategy. The leader will be charged with building and strengthening cross-sector partnerships, stewarding JA's brand, and ensuring that JA Wisconsin delivers measurable outcomes for students, educators, employers, and communities.

The ideal candidate will be passionate about JA's vision and values and bring the strategic foresight to position JA Wisconsin as a premier partner in career readiness, financial literacy, and entrepreneurship education. This leader will be an adept coalition builder who mobilizes corporate, education, philanthropic, and civic partners, and will demonstrate a relentless commitment to impact, equity, and opportunity for young people statewide.

JA Wisconsin is headquartered in Milwaukee and operates regional offices throughout the state, including locations in Appleton, De Pere, Eau Claire, La Crosse, Madison, Sheboygan, and Wausau.



*JA of Wisconsin's Nine Regions*

## CORE RESPONSIBILITIES AS PRESIDENT/CEO

### Mission Advocate:

- Advocate passionately for JA's mission within the community and serve as the primary spokesperson
- Lead the recruitment and engagement of corporate, community, and education partners to support JA's programs

## **Strategic Planning and Execution:**

- Lead the execution of a bold, data-informed strategic plan that aligns with regional needs and national priorities
- Cultivate a culture of innovation, accountability, and continuous improvement across the organization

## **Talent & Culture**

- Build and lead a high-performing data-driven leadership team that aligns to the mission, values, and organizational priorities
- Foster a culture of engagement, collaboration, and excellence that attracts and retains top talent
- Accurately project talent and staffing needs to source, develop, and retain associates capable of meeting performance goals and organizational objectives

## **Board Governance and Relations:**

- Partner with the Board to ensure strong governance and alignment to mission fidelity as well as local and national regulatory requirements
- Recruit, engage, and develop a high-performing Board that reflects the strategic partnerships and leadership attributes needed to scale and sustain regional impact and relevance
- Prepare and lead highly effective board meetings to advance strategic discussion and decision-making

## **Operations and Program Management:**

- Oversee the management of JA's programs to meet the brand promise and established goals for impact and growth
- Ensure compliance with JA USA's operating standards and maintain high standards for program delivery
- Leverage data and insights to inform operations, strategy, scale innovation, and ensure model fidelity

## **External Relations and Fundraising:**

- Serve as the face of JA in the community, developing and implementing a public awareness plan to build JA's brand
- Foster relationships with governmental, civic, and industry partners to advance JA's influence and impact
- Lead the recruitment and engagement of corporate, community, and education partners to support JA's programs
- Lead major funding initiatives capable of securing and retaining diverse revenue streams by focusing on establishing credibility, trust, and innovative leadership

## **Financial Oversight:**

- Develop, manage, and oversee the organizational budget; ensure and accurately report on financial sustainability through disciplined budgeting, management, forecasting, and resource allocation

- Drive diversified revenue strategies, including a mix of public and private funding aligned to strategic priorities
- Oversee funder reporting to ensure accurate messaging, detailed tracking to goals, and timely submission to meet requirements.



*Research shows that JA Alumni are more likely to have a college degree, feel confident managing money, have career success, and have started a business as an adult.*

## QUALIFICATIONS & EXPERIENCE

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- Bachelor's degree or equivalent professional experience
- Minimum of ten years of relevant experience with a proven track record in nonprofit leadership
- Demonstrated understanding of financial literacy and the free enterprise system

## COMPETENCIES & PERSONAL ATTRIBUTES FOR SUCCESS

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### **Passionate Advocate for the Mission and Innovation**

- Commits to JA's mission; always acts in a way that projects and protects the JA brand
- Considers the advancement of the mission and impact on the brand, locally and nationally, in making any decision or plan
- Seizes every opportunity to promote JA and the JA mission to external constituents and employees and Board
- Thinks and plans with imagination and wisdom; open to new ideas
- Brings fresh ideas for programs and outreach as an innovative strategist



## **Strategic and Structural Leader**

- Seeks information about the events and trends occurring with external landscape (locally and nationally), constituents (students, volunteers, donors), education and community leaders, board members, and employees
- Connects the dots to assimilate input from board, staff, the education community and other external sources and build consensus to create a plan that takes advantage of early trends and opportunities to advance the long-term mission of JA
- Translates the vision into engagement through clear and compelling messaging
- Leads with a strategic mindset – measures against goals and adjusts on the fly to overcome obstacles or changes in circumstances
- Systems-minded restructurer who designs a clear and lean organization
- Decisive prioritizer who determines the organization's focus and identifies high-impact programs/activities

## **Culture Building, Change Management, and People Leadership**

- Intentional culture shaper who sets healthy performance norms and builds trust across locations
- People developer who invests in staff growth, coaching, and recognition to grow internal talent
- Commits to continuous learning and personal and professional development that engenders a similar commitment in others

## **External Relations and Fundraising**

- Applies fundamental selling skills in prospecting, connecting, and developing relationships which result in support for JA
- Articulates the Value on Investment (VOI) – explains the value that the prospect organization or individual and the community will receive as a result of an investment of time, talent, or treasure for JA
- Secures the resources that support and enable achievement of strategic and operational goals
- Stewards the “customer” with an eye to a long-term relationship that is mutually beneficial
- Closer who can reengage long-term donors, cultivate new investors, and tell a compelling impact story with data

## **Manages with Financial and Business Acumen**

- Applies fundamental business principles to manage organizational systems and processes, assess organizational strengths and weaknesses, and adjusts as needed
- Manages work complexity – exhibits an understanding of the interplay of finance, economics and services to be delivered and engages across dimensions
- Assures stability and sustainability including both financial and human capital
- Effectively evaluates talent to recruit and retain the best individuals for the Board and staff
- Applies effective talent management techniques and processes to enhance the professional growth and performance of staff
- Effectively leverages technology to enable organizational success

## COMPENSATION

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A competitive compensation range of \$230,000 - \$275,000 is offered, along with a competitive benefits package.

To learn more about Junior Achievement: <https://wisconsin.ja.org/about/index>

## LOCATION: MILWAUKEE, WI

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This position is based at the headquarters in Milwaukee, WI and the leader is expected to be actively engaged within the community with major funders, community leaders, superintendents, and CEOs, as well as balancing oversight of the regional locations.

Travel is required to meet with regional leaders and attend local events as needed.



In Milwaukee, you'll find urban living and a Midwest ambience combined to provide an ideal work-life balance for modern living. Short commute times, big city amenities, diverse and affordable neighborhoods, below average cost of living, an abundance of natural resources and a nationally recognized education system all come together during an unprecedented time of opportunity and growth. The Milwaukee Region is made up of five counties in southeastern Wisconsin that have a combined population of nearly 1.8 million people.

Sitting on the southwest shore of Lake Michigan, there are numerous beaches with their related activities such as canoeing, paddle boarding, beach volleyball, yoga, sandcastle-making contests, and fishing. Beach-front as well as inland parks cover more than 15,000 acres of land allowing city dwellers to enjoy greenspaces. If you prefer to watch professional sports, Milwaukee is home to the MLB Brewers and NBA Bucks.

Milwaukee is known for its festivals and food scene. The largest festival is Summerfest, a two-week music festival, which brings in close to 900,000 people from across the country to hear their favorite

artists and bands. The Milwaukee food scene continues to grow with more options for exotic taste buds and wild appetites from James Beard award winners to Food Halls.

Milwaukee is home to the famous Milwaukee Art Museum, the Milwaukee Public Museum, Discovery World and The Betty Brinn Children's Museum. Milwaukee features an opera company, ballet, and a symphony. With over 15,000 theater seats, the Milwaukee Theater District ranks No. 1 in the United States for the highest number of theater seats per capita.

<http://www.mmac.org>  
<http://www.visitmilwaukee.org>

To be considered for this opportunity, please submit a cover letter and resume to:

Lisa Maddox, Executive Search Consultant -OR-  
[Lisa@spanopratt.com](mailto:Lisa@spanopratt.com)

Lindsey Kriete, Practice Director  
[lkriete@spanopratt.com](mailto:lkriete@spanopratt.com)

[www.spanopratt.com](http://www.spanopratt.com)