

# **President and CEO**

## **ESTAR West**

**San Antonio, Texas**

### **Position Summary**

ESTAR West (Entrepreneurs and Small Businesses Thriving Alongside Residents on the Westside) seeks a visionary, entrepreneurial, and collaborative President and CEO to lead a growing place-based nonprofit organization focused on improving quality of life in San Antonio's historic Westside, particularly within ZIP Code 78207.

Working closely with residents, community organizations, public agencies, educational institutions, philanthropic partners, businesses, and civic leaders, the President and CEO will advance a shared agenda focused on economic opportunity, housing and placemaking, education and workforce development, health and well-being, and social and community engagement.

The President and CEO will serve as the organization's chief executive, strategist, fundraiser, coalition builder, and public ambassador while overseeing organizational operations, partnership development, program implementation, and long-term sustainability. Reporting directly to the Board of Directors, the President and CEO will play a central role in establishing organizational systems, securing resources, building a high-performing team, and positioning ESTAR West as a national model for place-based, community-driven revitalization.

This is a unique opportunity for an innovative leader committed to strengthening communities, expanding opportunity, preserving cultural identity, and ensuring that investment and growth benefit existing residents and businesses.

### **About ESTAR West**

ESTAR West is a community-driven initiative focused on improving quality of life in San Antonio's historic Westside.

Established through a collaborative effort involving residents, community organizations, educational institutions, businesses, philanthropic partners, and public agencies, ESTAR West serves as the backbone organization for a growing coalition working to advance equitable investment and opportunity.

We envision a Historic Westside where community members experience improved health, economic security, and opportunity; where neighborhoods are safe, connected, and culturally rooted; and where community prosperity is built in ways that honor heritage, prevent displacement, and enable individuals, families, and small businesses to thrive across generations.

# Key Responsibilities

## Strategic Leadership and Organizational Development

- Lead the launch, growth, and long-term development of ESTAR West as an independent nonprofit organization.
- Implement the organization's strategic vision, goals, and priorities in partnership with the Board of Directors and community stakeholders.
- Build organizational infrastructure, policies, systems, staffing, and culture.
- Develop annual operating plans, budgets, performance metrics, and implementation strategies.
- Position ESTAR West as a trusted community intermediary and regional leader in place-based community development and collective impact.
- Establish organizational systems that promote accountability, transparency, collaboration, and measurable results.

## Coalition Building and Collective Impact Leadership

- Convene and support the ESTAR West Coalition, Executive Committee, Board of Directors, and community working groups.
- Facilitate alignment among diverse stakeholders around shared priorities and outcomes.
- Foster collaboration among nonprofit organizations, residents, educational institutions, businesses, government agencies, philanthropic organizations, and community leaders.
- Support and coordinate initiatives across ESTAR West's five strategic focus areas:
  - Economic Opportunity
  - Housing and Placemaking
  - Education and Workforce Development
  - Health and Well-Being
  - Social and Community Engagement
- Develop and implement shared measurement and accountability frameworks that track community impact and outcomes.

## Fundraising and Resource Development

- Lead comprehensive fundraising efforts to secure philanthropic, corporate, government, and individual support for ESTAR West's mission and operations.
- Cultivate relationships with foundations, corporate partners, financial institutions, public agencies, and community investors.
- Identify and secure grant opportunities from local, state, federal, and national funding sources.
- Develop and execute a diversified resource development strategy that supports both organizational sustainability and programmatic growth.
- Serve as the primary spokesperson for fundraising initiatives and donor engagement.
- Steward funder relationships and ensure compliance with grant requirements and reporting obligations.

## Community Investment and Neighborhood Revitalization

- Advance strategies that preserve affordability, support community wealth-building, and strengthen neighborhood stability.
- Develop partnerships related to housing preservation, anti-displacement efforts, community ownership models, and neighborhood revitalization.
- Support implementation of community investment initiatives, including preservation funds, land trusts, acquisition strategies, small business support programs, and resident stabilization efforts, as approved by the Board.
- Evaluate opportunities that align with community priorities and ESTAR West's mission.
- Promote equitable development practices that strengthen the Westside while preserving its cultural identity and history.

## **Community Engagement and Public Relations**

- Build authentic relationships with residents, neighborhood leaders, businesses, and community stakeholders.
- Foster meaningful resident and small business participation in planning, decision-making, and implementation.
- Ensure community voices remain central to organizational priorities and investments.
- Facilitate transparent, inclusive, and culturally responsive engagement processes.
- Build trust through ongoing communication, accountability, and community presence.

## **Public Policy and Systems Change**

- Advance policy initiatives that improve quality of life and opportunity for Westside residents.
- Build relationships with local, state, and federal elected officials and public agencies.
- Monitor policy developments affecting housing, economic opportunity, education, public health, and community investment.
- Advocate for public investments and policy reforms that align with community priorities.
- Represent ESTAR West in regional, state, and national discussions related to community development and equitable revitalization.

## **Financial and Operational Management**

- Oversee organizational budgeting, financial planning, reporting, and cash flow management.
- Ensure compliance with nonprofit regulations, grant requirements, and fiduciary responsibilities.
- Manage organizational risk and legal obligations.
- Recruit, supervise, and develop staff, consultants, contractors, and strategic partners.
- Establish systems that support operational excellence and long-term sustainability.

## **Board Relations and Governance**

- Serve as the primary liaison between staff and the Board of Directors.
- Partner closely with the Board Chair and Board of Directors to advance organizational strategy and priorities.
- Support board recruitment, development, governance, and succession planning.

- Provide regular reports regarding finances, fundraising, operations, partnerships, and organizational impact.
- Assist the Board in maintaining transparency, accountability, and strong community representation.

## **Qualifications**

### **Required**

- Bachelor's degree from an accredited university.
- Minimum seven to ten years of leadership experience in nonprofit management, community development, economic development, philanthropy, public policy, collective impact initiatives, or related sectors.
- Demonstrated success securing philanthropic, government, corporate, or community investment funding.
- Experience managing organizational budgets, operations, and personnel.
- Proven ability to build partnerships across diverse stakeholder groups.
- Excellent written, verbal, facilitation, and public speaking skills.
- Strong commitment to community engagement and inclusion.

### **Preferred**

- Advanced degree in a related field.
- Experience launching, leading, or scaling nonprofit organizations.
- Experience leading collective impact, backbone, or cross-sector collaborative initiatives.
- Knowledge of San Antonio's Westside communities, history, assets, and opportunities.
- Experience working in Latino communities and culturally rooted place-based initiatives.
- Understanding of Social Determinants of Health and community well-being frameworks.
- Experience with housing, community development finance, economic development, real estate, or neighborhood revitalization initiatives.
- Familiarity with public sector partnerships and government relations.
- Bilingual proficiency in English and Spanish.

### **Core Competencies**

- Strategic Vision and Execution
- Coalition Building and Partnership Development
- Fundraising and Resource Development
- Community-Centered Leadership
- Public Policy and Advocacy
- Organizational Development
- Financial Stewardship
- Facilitation and Consensus Building
- Cultural Competence
- Communications and Public Engagement
- Board and Stakeholder Relations
- Results-Oriented Management

## **Compensation and Benefits**

Salary is competitive and commensurate with qualifications and experience.

ESTAR West offers a comprehensive benefits package that may include health insurance, paid time off, retirement benefits, professional development opportunities, and flexible work arrangements.

Salary dependent on qualifications and experience.

## **Equal Opportunity Statement**

ESTAR West is committed to building an inclusive organization that reflects the diversity, strengths, and aspirations of the communities it serves. Candidates from historically underrepresented backgrounds, including individuals with lived experience in community development, neighborhood revitalization, housing stability, economic opportunity, and community leadership, are strongly encouraged to apply.

ESTAR West is an equal opportunity employer and does not discriminate on the basis of race, color, ethnicity, religion, sex, gender identity, sexual orientation, age, disability, veteran status, or any other protected status under applicable law.