



## Position Summary

# President & Chief Executive Officer

## Cedar Rapids Metro Economic Alliance

### Cedar Rapids, Iowa

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*The Cedar Rapids Metro Economic Alliance (CRMEA)* is a 501(c)(6) combined chamber and economic development organization along with affiliated downtown development entities serving the businesses and people in the Cedar Rapids metropolitan area. The organization provides a wide range of business support programs including talent development and workforce recruitment, economic development and retention, networking, public policy, and hosting community happenings like the Cedar Rapids Downtown Farmers Market. The CRMEA’s goal is to help grow the region while serving the businesses and people who live there. With a mission to drive economic, workforce and population growth strategies that help businesses succeed, the organization’s vision is to be the top economic growth region in the country. The organization’s 1,200 members range from small businesses to international corporations, from nonprofit agencies to colleges and universities. The CRMEA has a FY 2025 budget of \$4.4MM, 24 full-time staff, an active Board of Directors and additional Councils made up of volunteers from member organizations throughout the region. The organization serves 137,000 population Cedar Rapids located in Linn County and a broader regional service area that includes the surrounding counties and a regional population of 276,000. The organization is known as a convener of ideas and the staff and volunteers are dedicated to providing support to businesses and their employees. Annually, the CRMEA plans and hosts 100 gatherings, including ribbon cuttings, programs, advocacy and networking events, forums, and adult and youth leadership programming. They also host an adult and youth Leadership for Five Season (“LFS”), a premier community leadership program focused on engaging in the community and development of top talent through a formal curriculum. The organization also houses two Self Supported Municipal Improvement Districts (SSMID): Downtown Cedar Rapids and the MedQuarter Regional Medical District. Each is led by an Executive Director and governed by a volunteer Board of Directors/Commission with efforts to engage with strategic partners to strengthen the economic vitality of each district.

Doug Neumann has served the organization for 19 years, the past 9 as the top executive and has announced his plan to step away once his successor is identified. The Board has now embarked on a national search to identify a new President & CEO who can take the reins of this unique organization and lead it to new levels of success. More information about the Cedar Rapids Metro EA is on the organization’s website: [www.cedarrapids.org](http://www.cedarrapids.org)

**President & Chief Executive Officer** (“CEO”) reports to the 12-member Policy Board, which functions as the organization’s board of directors and works closely with 5 Councils made up of volunteers from member organizations throughout the region. The CEO will directly supervise the Vice President-Economic Development, Director-Marketing & Communications, Public Policy Strategist, Director-Operations, Director-Talent and works closely with the Downtown Executive Director, MedQuarter Executive Director; total staff of 24. Other important interactions and relationships include executives and employees of members organizations; municipal and county elected and appointed officials along with state and federal elected officials and their staffs; representatives of other economic development, business, nonprofit and private sector partnership organizations; education officials; traditional and social media; and the public at large. The President & Chief Executive Office is responsible to lead the efforts to create a vibrant community where businesses thrive, and people want to live and work. This executive is responsible for the strategic direction of the organization and is expected to engage in statewide business membership organizations and act as a leader in these organizations. In addition, this leader will actively seek out professional development opportunities at the state and national levels to remain informed and knowledgeable on industry best practices.



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*Ideal candidate* must have a minimum of 5 years of proven experience in an executive-level capacity, in a complex organization, with a variety of stakeholders with competing needs. This demonstrated track record of success may come from a variety of backgrounds such as: serving as a senior executive within a progressive and comparably sized chamber of commerce, economic development-focused organization, or related significant business association; or an executive from a complex private or public sector entity. Successful candidates will be expected to demonstrate success implementing programs/strategies that address community/economic development challenges and pro-active opportunities along with experience developing relationships with key stakeholders that may have competing priorities resulting in successful resolution. This leader will also demonstrate a proven track record of inspirationally leading a team of professionals and solid financial acumen/accountability that demonstrates fiscally responsible decisions. A bachelor's degree is required; an advanced degree is desirable.

*Outstanding opportunity* for an established executive to lead and grow a successful chamber and economic development organization in a dynamic market. The new CEO will inherit a dedicated and talented staff who bring experience and enthusiasm to their roles and enjoy working with a committed and influential Policy Board. There is a great deal of excitement surrounding "the next chapter" for the Cedar Rapids region by both residents and the business community.

**Contact**

If you are aware of an outstanding chamber, economic development, or business executive who meets these requirements and would be interested in evaluating this dynamic opportunity, please email [CedarRapids@Waverly-Partners.com](mailto:CedarRapids@Waverly-Partners.com) or contact either consultant at WAVERLY PARTNERS, the executive search firm retained by the Cedar Rapids Metro Economic Alliance Policy Board on this search and the "preferred provider" of executive search services of the Association of Chamber of Commerce Executives. All inquiries will be held in confidence.

**A more detailed Position Profile is available upon request.**

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