



Global Detroit Seeks Executive Director

About Global Detroit

With a focus on immigrants and global talent, [Global Detroit](#) develops and implements inclusive strategies to drive the growth, revitalization and broadly shared prosperity of Detroit and Southeast Michigan. By ensuring immigrants are a vital part of the region's community and economic development strategies, Global Detroit is building a vibrant city and thriving global region with strong neighborhoods, healthy families, competitive companies, successful small businesses, and a rich and diverse cultural life.

Founded in 2010, Global Detroit develops and leads programs centered on global talent, entrepreneurship, and neighborhoods with the aim of demonstrating the potential for large-scale impact. Global Detroit also continues to conduct groundbreaking research, drives policy, and serves as a leading advocate for immigrant inclusion as a strategy to build prosperity for everyone in Southeast Michigan. Highlights of Global Detroit programming include:

- [Global Talent Retention Initiative](#) – connects Southeast Michigan companies with international students and graduates, filling critical talent gaps. Our programs include an intensive soft-skills training program ([Global Talent Accelerator](#)) as well as workshops, networking events, job fairs and other career-building offerings.
- [Global Entrepreneur in Residence](#) – provides a pathway for foreign-born entrepreneurs to launch their companies here in the US, placing them with universities to mentor and teach while working on their startups.
- [Opportunity Neighborhoods](#) – connects residents and business owners in immigrant neighborhoods with homeownership and home repair programs, foreclosure prevention, small business support, community engagement opportunities, and other resources they need to put down roots and thrive.
- [Welcoming Michigan](#) – works to build mutual respect among all who call Michigan home and provides tools and support for these locally driven efforts to create more inclusive communities.

History and Executive Transition

Global Detroit launched in 2010 with the release of a study documenting the economic contributions that immigrants make to Southeast Michigan's economy. The study identified 11 strategic initiatives to make the region more welcoming to immigrants and to better integrate them into community and economic development efforts. Over the next several years, Global Detroit led the launch of many of these initiatives, resulting in such high-impact programs as the City of Detroit Mayor's Office of Immigrant Affairs and the ProsperUS Detroit small business training and lending program.

As our work progressed, the need for an organization dedicated to keeping immigrants and international students at the top of our region's economic development agenda became clear. By 2014, Global Detroit had incorporated as a nonprofit and hired its first full-time staff person to work on the ground in Southwest Detroit. Today, as Global Detroit enters our second decade, we have become a national leader advocating for and executing strategies to drive equitable local, regional, and statewide economic growth through immigrant inclusion.

Since its inception, Steve Tobocman has served as the organization's executive director, guiding the organization from a study and plan to a nationally recognized leader in the emerging field of immigrant economic development with strong local, state, and national programming and reputation, a staff of 14, and over \$2 million in annual revenues.

In August 2021, as the pandemic continued, Steve and his family relocated from Detroit to the San Francisco Bay Area, and he has continued to lead the organization remotely. Steve plans to continue to work in this dynamic field and is available to work with the next Executive Director on a smooth transition. Moreover, he is available to continue to work for Global Detroit on specific projects in which his labor and expertise is desired. Having handed off several other nonprofit organizations in his 25-year nonprofit career, Steve is committed that the next Executive Director, who will report directly to the Board of Directors, be empowered to determine the appropriate amount and scope of Steve's involvement moving forward.

Opportunity Going Forward

The Executive Director will be an experienced and dynamic non-profit administrator ready to assume leadership from Global Detroit's long-serving, founder. In addition to effectively and efficiently overseeing ongoing operations, managing the organization's finances, and fundraising, high priorities for the Executive Director include:

- Developing a strategic plan aligned with the organization's vision, one which strikes the appropriate balance between running demonstration and ongoing programs, determines how to qualify and quantify impact, and considers current sector trends.
- Transitioning and then expanding relationships with communities, funders, partners, and collaborators known to and new to Global Detroit.
- Expanding Global Detroit's policy work to further grow its sector leadership.
- Providing greater opportunities for immigrant voice and expertise to be an integral part of Global Detroit's work.
- Championing Global Detroit's ongoing and robust commitment to its diversity, equity, inclusion, and belonging (DEIB) work.
- Ensuring that standard and effective operating processes and procedures are in place and that self and others are held to high levels of accountability.
- Leading, empowering, and motivating a dedicated and experienced group of passionate professionals who are committed to advancing Global Detroit's mission.
- Developing a strong partnership with the Board of Directors and establishing clear role expectations to maximize the board's contributions to Global Detroit.

Desired Credentials/Profile of the Ideal Candidate

- A minimum of seven years of senior leadership, or equivalent experience
- Knowledge of and passion for economic development, community development, and/or the immigrant experience

Desired Skills and Experience

Visionary and Strategic Leader

- Dynamic, creative, and innovative leader with an entrepreneurial spirit who can hone and carry forward a complex vision and take advantage of opportunities.
- Able to create a comprehensive strategy that addresses current realities while anticipating future needs and changes in the field.
- Confident administrator who can succeed a founding leader, someone able to sustain the innovative, start-up energy of Global Detroit while also maturing and standardizing Global Detroit's structure and operations.
- Strong executive skills in personnel and financial management as well as governance.
- Innovative mindset, with the ability to consider alternatives, feedback, and suggestions but also able to set boundaries and make the hard decisions.

Mission-Driven and Inspired Advocate

- Champion who is inspired by the immigrant experience and Global Detroit's mission of advocating for and executing strategies to drive equitable local, regional, and statewide economic growth through immigrant inclusion.
- Deep passion for the work with an eagerness to learn from and build new coalitions.
- Skilled at inspiring and influencing others to advance Global Detroit's mission.
- Able to understand the synergies between the immigrant experience and equity conversations.
- Understanding and respectful of the lived experience of immigrants either personally or through research and policy work.
- Exposure to the economic development landscape and its intersection with the immigrant experience.
- Ability to collect and use data and translate evidence to make a strong case for social and policy change.

Politically Savvy Networker, Communicator, and Relationship Builder

- Able to build, manage, foster, and sustain meaningful and mutually beneficial relationships with partners, coalitions, funders, supporters, and governmental agencies.
- Informed and passionate spokesperson with eagerness, comfort, and credibility to speak with authority about Global Detroit's mission and activities.
- Politically astute leader who is able to navigate and make inroads with local, state, and national public officials and agencies to advance Global Detroit's vision.
- Strong, experienced, and eager external communicator who can effectively advocate for Global Detroit and the immigrant experience.
- Compassionate communicator with polished external relations skills, media savviness, community connections, and an established personal network would be ideal.

Experienced Fundraiser and Board Developer

- Credible, proven, and enthusiastic fundraiser with the experience to transition and assume the responsibility for a robust fundraising program from a founding Executive Director who has been Global Detroit's primary fundraiser.
- Informed leader who stays abreast of all government and private funding opportunities and positions Global Detroit to take advantage of new funding.
- Able to translate Global Detroit's unique positioning as a conduit and demonstrator of system change rather than a program operator into funding opportunities.
- Able to identify and expand on the existing fundraising program and develop and support the Board of Directors so it can provide appropriate and increased support for the program.
- Governance knowledge and experience to maximize the Board of Directors' service and impact.

Empowering Manager of People and Culture

- Supportive, accessible, and authentic staff leader who can build and sustain trust and a collaborative work environment.
- Strong commitment to diversity, equity, inclusion, and belonging (DEIB) with a deep interest in proactively moving Global Detroit forward in the work and the desire and skill to engage in courageous conversations across a wide array of constituencies.
- Empathetic, self-aware, and real human who is an active listener and can relate to and value the diverse experiences of all who engage with Global Detroit.
- Experienced manager who can empower a talented team of professionals, trust their talents and expertise, and not micromanage, while also being comfortable being the final decision maker when necessary.
- Able to implement human resource structures that are supportive of staff while holding all to high levels of accountability.
- Belief in work-life balance and the flexibility that has been necessary throughout the pandemic.

Application Guidelines

This is a full-time, salaried, exempt position with an initial starting salary range of \$120,000 to \$140,000 commensurate with experience and qualifications and within the framework of the organization's annual budget. Global Detroit offers a comprehensive health care plan, including vision and dental; a retirement plan with a 2% employer contribution; 16 days of PTO for starting employees, 11 paid holidays and 5 additional sick days. Global Detroit employees also enjoy time off for a winter break between Christmas and New Year's Day.

Global Detroit is an Equal Employment Opportunity and Affirmative Action Employer which encourages applications from candidates from diverse backgrounds and cultures. Candidates of color and/or candidates who know and/or represent the communities Global Detroit serves are strongly encouraged to apply.

Candidates should include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of Global Detroit. Applications will be accepted until the position is filled. Submit required documents at: <https://eostransitions.applicantpool.com/jobs/>

Eos Transition Partners consultant John Tarvin is conducting this executive search. All submissions will be acknowledged and are confidential, and any questions must be submitted to John at: jtarkin@eostransitions.com.