



## Global Detroit Seeks Managing Director

### **About Global Detroit**

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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 U.S., 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**

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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 since then. Once the Managing Director is hired, Steve, who will continue to report to and be accountable to the Board of Directors and lead fund development, will shift his primary focus to Global Detroit's National Center for Inclusive Economies, which will research, chronicle, and disseminate best practices to strengthen immigrant economic inclusion efforts across the country, build peer relationship among local immigrant economic inclusion initiatives, and foster and develop the national movement around this work. The Managing Director will report directly to Steve and be responsible for oversight of all of Global Detroit's local programs and operations in Southeast Michigan, in addition to being accountable directly to the Board of Directors.

### **Opportunity Going Forward**

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The Managing Director will be an experienced and dynamic non-profit administrator ready to partner with Global Detroit's long-serving, founding Executive Director, staff, board, and partners to advance Global Detroit's local efforts. In addition to effectively and efficiently overseeing ongoing operations in Detroit and Southeastern Michigan, managing the organization's finances, and supporting local fundraising, high priorities for the Managing Director include:

- Leading, empowering, and motivating a dedicated and experienced group of passionate professionals who are committed to advancing Global Detroit's mission.
- Transitioning and expanding local relationships with communities, funders, partners, and collaborators known to and new to Global Detroit.
- Expanding Global Detroit's local 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.
- Partnering with the Executive Director to strike the appropriate balance between running demonstration and ongoing programs, determining how to qualify and quantify impact, considering current sector trends, and incorporating the work of the national center.
- 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.

- Partnering with the Executive Director to develop a strong partnership with the Board of Directors and establish clear role expectations to maximize the board's contributions to Global Detroit.

### **Desired Credentials/Profile of the Ideal Candidate**

- A minimum of five 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**

#### Strategic and Dynamic Leader

- Creative and innovative leader with an entrepreneurial spirit who can hone and carry forward a complex vision and take advantage of opportunities.
- Confident administrator 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.
- Innovative mindset, with the ability to consider alternatives, feedback, and suggestions, but also able to set boundaries and make the hard decisions.
- Informed leader who stays abreast of government and private funding opportunities and positions Global Detroit to take advantage of new funding.
- Able to work in partnership with the Executive Director to expand local philanthropic support of Global Detroit.

#### 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.

#### Empowering Manager of People and Culture

- Supportive, accessible, and authentic staff leader who can build and sustain trust in 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

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This is a full-time, salaried, exempt position with an initial starting salary range of \$100,000 to \$130,000 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, experience, and passions 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](mailto:jtarkin@eostransitions.com).