



Summary

President & Chief Executive Officer

SOUTHEAST MISSOURI REGIONAL ECONOMIC DEVELOPMENT, INC.

Southeast Missouri Regional Economic Development, Inc. (“SE MO REDI”) is seeking a dynamic leader to become its first President & Chief Executive Officer. The new CEO will work with an engaged Board comprised of public and private sector leaders to drive the organization’s mission: to improve the economic prosperity and quality of life in southeast Missouri, initially focused on Cape Girardeau, Perry and Scott Counties.

SE MO REDI is a newly launched economic development organization. The 501c3 entity that served as the previous economic development organization was repurposed and rebranded to serve as the legal structure for SE MO REDI. SE MO REDI’s vision is for a flourishing economy with exciting, innovative firms that inspire and attract a talented workforce while supporting existing businesses. The organization’s four main goals:

- **Business attraction, growth and innovation** to grow the Southeast Missouri regional economy by strengthening high-performing companies and industries, diversifying businesses and career opportunities, and fostering a culture of entrepreneurship and innovation.
- **Talent and workforce development** through expansion of the area’s skilled workforce by closing gaps in affordable and accessible trades, digital and professional technical training, and attracting and retaining students and workers needed to grow the local economy.
- **Branding and marketing** to bolster business development and talent attraction efforts by clarifying, evaluating, and leveraging the region’s brand identity.
- **Regional Resilience** to improve southeast Missouri’s future through initiatives, collaboration, and strategies that align interests and strengthen the region.

The organization works closely with business, nonprofit, higher education and public-sector partners to fulfill its mission and assist in the formation, retention, expansion and attraction of target businesses. SE MO REDI will become the region’s lead economic development organization, securing strong working relationships with surrounding communities and organizations throughout southeast Missouri. The organization has secured public and private sector funding of over \$1.5MM through the next three years with an annual operating budget of \$500+K. There is potential for additional public and private sector investment to expand the budget in the future. SE MO REDI has a 25+ member Board of Directors with an actively engaged Executive Committee. It is expected that the new CEO will hire a staff individual at the Director level to assist in the important work of the organization.

While the CEO search is underway, the Board has retained an experienced economic development management consultant to lead the day-to-day operations of the organization. More information on the history and formation of SE MO REDI can be found within the following article <https://www.semissourian.com/story/2979793.html> and on the SE MO REDI website: www.semoredi.com.

The largest community represented by SE MO REDI is Cape Girardeau with a population of 40,500 and part of the Cape Girardeau-Jackson regional MSA of 100,000 residents. This region is the economic center of southeast Missouri and southern Illinois, benefiting from a diverse economy that includes healthcare, services, manufacturing, hospitality and tourism. Located along the Mississippi River, Cape Girardeau is approximately 100 miles southeast of St. Louis and 150 miles north of Memphis.

The President & Chief Executive Officer (“CEO”) of SE MO REDI reports to the Chair of the Executive Committee of the organization’s 26-member Board of Directors. The Executive Committee meets each of the first two months of the quarter and the full Board the third month. SE MO REDI has an operating agreement with the Chamber for shared services. The CEO will initially hire and manage one staff person at the Director level to whom the CEO will delegate responsibilities.

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Other important interactions include: executives and employees of public and private sector funding partners and investors; elected/appointed officials and their staffs at the township, city, county, state and Federal level; owners/executives of businesses with operations in the southeast Missouri region; representatives of target and prospect businesses domestically and internationally; representatives and leaders of other community, business, start-up and academic organizations in the community and region; venture capitalists, business incubator and others involved in start-up activities in the region; economic development consultants; members of the media; and the public at large.

The President & CEO provides leadership and management to advance the mission and vision of SE MO REDI. This executive administers policies and procedures as set forth by the Board of Directors, provides leadership in developing financial resources and develops and leads programs and initiatives to address documented challenges and opportunities. The CEO also has responsibility to direct the work of the SE MO REDI staff and any interns, contractors or consultants.

The ideal candidate is functioning as the top executive of an economic development focused organization such as a local, county or regional economic development organization, chamber of commerce, a private sector manufacturing or development company, municipality or a major utility. Alternative experience as a “#2” or other senior-level executive within an organization as noted above is also acceptable. The successful candidate will have the ability to rapidly gain credibility with the regional business, political, education and community leadership and will have specific experience working with both the public and private sectors. A successful track record of progressively responsible career growth, with at least 5 to 10 years focused in economic development, is strongly preferred. A Bachelor’s degree in business administration, economic development, public administration, public policy, or related fields is preferred; CECD designation or other advanced training and certification is a plus.

Outstanding opportunity for an economic development, chamber, municipal leader or private sector executive to step in and lead a newly constituted organization that is committed to the success of the business sector and overall economy and quality of life in southeast Missouri. The CEO will take a leadership posture in working with area business executives, education leaders, and government officials in a number of decisions critical to the continuing growth and prosperity of the region. This person will have the benefit of working in a region with a growth mindset, engaged and committed Board of Directors, and community partners who are eager to move the region forward. With this strong base of support from public and private sector leadership, the CEO has an opportunity to make an immediate and lasting impact and, with others, play a key role in shaping the regional community for years to come.

Contact

If you are aware of an outstanding economic development, chamber, business leader or other executive who meets these requirements and would be interested in evaluating this dynamic opportunity, please email SEMO@Waverly-Partners.com or contact either consultant at WAVERLY PARTNERS, the firm retained by the Board on this search and the “preferred provider” of executive search services of the Association of Chamber of Commerce Executives. A full Position Profile is available upon request.

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Southeast Missouri Regional Economic Development, Inc. is an EEO/ADA Employer that values workforce diversity, inclusion and Equity. The organization complies with all Federal, State, and local laws mandating Equal Employment Opportunities. All qualified applicants will be considered in accordance with applicable laws prohibiting discrimination on the basis of race, color, religion, national origin, ancestry, sex, gender, age, veteran status, disability, marital status, gender identity or sexual orientation.

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February 2024