

WORKING CREDIT

a nonprofit

CHIEF EXECUTIVE OFFICER OPPORTUNITY PROFILE

PREPARED BY:
Morten Group, LLC
mortengroup.com



Morten Group
Over 20 years of assessment,
education, and action

INQUIRIES:
Geneva Porter
geneva@mortengroup.com

About Working Credit

Working Credit is a not-for-profit organization that helps people in any financial situation overcome the obstacles to good credit and reap the benefits that come with it. With the belief that good credit is the gateway to socio-economic opportunities that enable people and communities to thrive, Working Credit provides personalized programming that combines credit building workshops and one-on-one counseling. While actively interrupting the effects of structural racism and operating through a meta-oppression framework, Working Credit helps program participants enact their financial goals through personalized support, knowledge, and resources.

For more information about Working Credit, please visit the website: workingcredit.org.



About the Position

Under the direction of the Board of Directors and in collaboration with all Working Credit staff, the CEO leads the organization and drives the programmatic, operational, and financial strategy and growth critical to its success. The CEO reports to the Board of Directors and is responsible for setting strategy in collaboration with the Board, staff and key stakeholders, championing the organization's vision, ensuring consistent achievement of the mission, strategy and annual goals, as well as financial objectives and overall stability. The CEO also sets an effective management model as a servant leader who understands how to navigate systems of power and maintain the integrity of the organization and its values.

The CEO fosters a strong and inclusive organizational culture and ensures full organizational commitment and intention to an anti-racist framework. Currently, the Working Credit team is a staff of nineteen (19), with six (6) direct reports to the CEO, including Chief Financial Officer (part-time), as well as full-time Chief Program Officer, Chief Engagement Officer, Director of Development, Director of Operations and Director of Research & Policy/Co-Founder. There are also 2-3 temporary contractors as team members.



Essential Functions

STRATEGIC THOUGHT LEADERSHIP

- Oversee development and implementation of short- and long-term strategy.
- Position Working Credit as a trusted and go-to leader in the field of credit building; ensure that staff are positioned for success in their contributions to Working Credit’s work; foster a collaborative environment that supports staff development, embraces high yet realistic standards, and acknowledges and celebrates success.
- Act as spokesperson for Working Credit and empower and train staff to fulfill speaking opportunities as well.
- Center anti-racism as a core element of our vision, mission, and program.

STAKEHOLDER CULTIVATION

- Build and foster cross-sector relationships with current and prospective Working Credit partners at the intersection of the organization’s work, including but not limited to employers, strategic partners, target market institutions, national networks in the field, regulators, research entities and think tanks, etc.
- Ensure that Working Credit has a long-range strategy and vision that supports the mission and fulfills the strategies needed for the success of the organization.
- Collaborate with the Board of Directors, staff and partners to understand the environment within which Working Credit operates, identify organizational opportunities, and evaluate and plan for a robust future.

BOARD DEVELOPMENT AND MANAGEMENT

- Recruit and orient Board candidates with focused attention on board recruitment, diversity, development, and governance.
- Work with the board to ensure capacity and a leadership pipeline; Interface with the full Board, Committee Chairs, and the Executive Committee on a regular basis.

OPERATIONS AND COMPLIANCE

- Cultivate and maintain awareness of mission-related programmatic and policy opportunities.
- Maintain a comprehensive understanding of Working Credit's core services and ensure the necessary infrastructure to function effectively.
- Develop, maintain, and review, as needed, procedures and policies that govern organizational operations, devise, and provide systems, and prescribe protocol for routine activities.
- Ensure compliance of Working Credit activities with all regulatory organizations to which its work is subject.
- Oversee the development and upkeep of tools, resources, and job aides to enhance organizational and staff effectiveness and efficiency.
- Regularly analyze business structure and effectiveness and recommend opportunities to build or improve operations.

MANAGEMENT, FINANCIAL, AND LEGAL COMPLIANCE

- Oversee Working Credit's budgets, financial planning, forecasting and scenario analysis development, financial management policies and procedures, audit, and bank accounts.
- Build upon well-developed organizational management strategies, systems, and practices that support a coherent approach to decision making, planning, and staffing.

FUNDRAISING AND RESOURCE DEVELOPMENT

- Build strategic partnerships with new and existing funding organizations, identifying candidate funding sources and developing proposals to support the annual budget.
- Identify, cultivate, and grow earned income as a source of consistent and maintainable unrestricted revenue to contribute to Working Credit's sustainability.

Position Qualifications

Working Credit seeks a CEO who embraces and demonstrates a passion for Working Credit's mission and willingness to build upon the history of the organization. Ideal candidates are based in the Chicago-area or in the Midwest, and candidates outside of that are welcome to apply with required travel up to 25% of the time, primarily to the Midwest and/or East Coast.

Desired Skills and Experience

- Minimum of 10-15 years of experience working within nonprofits or working adjacent to nonprofits with demonstrated success in leading large-scale strategy projects with proven results and effective leadership and management skills.
- Proven fundraising and development success and ability to cultivate, nurture, and maintain donor relationships.
- Ability to set direction and execute strategy.
- Experience managing staff/teams, developing individuals, and human resource systems, including high-level financial and complex budgeting experience.
- High degree of integrity, strong leadership, analysis, and problem-solving skills.
- Excellent oral and written communication skills.
- Experience in the asset building field and credit building specifically, preferred.

Compensation and Benefits

The salary range for this position is \$140,000 to \$150,000 annually commensurate with experience. Working Credit offers a competitive benefits package with health, dental and vision and generous PTO.

How to Apply

Working Credit has retained Morten Group, LLC to conduct this search. Applicants should complete the form available [here](#), including the submission of a cover letter and resume in PDF format by the best consideration date of Friday, July 11, 2025. Cover letters will be evaluated as a writing sample. **Please note: due to the anticipated number of applications only those applicants invited to a screening interview will be contacted between July 14 - July 18, 2025.**

Working Credit encourages individuals from traditionally underrepresented communities to apply. Working Credit does not discriminate based on race, color, religious creed, sex, gender, age, or any other basis prohibited by law.