

**PRESIDENT**  
**WESST**  
ALBUQUERQUE, NEW MEXICO



*WESST's mission is to be a home to New Mexicans starting or growing a small business. We provide a support system of consulting, training, incubation and lending to help women, people of color and low-wealth individuals successfully strengthen and grow their businesses through sustainable sales, financial knowledge, and job creation.*

WESST has partnered with Spano Pratt Executive Search to identify their new President. For a confidential conversation and to learn more about this opportunity, please contact:

Diana Kreiling  
Senior Executive Search Consultant  
[Dkreiling@spanopratt.com](mailto:Dkreiling@spanopratt.com)

Lisa Maddox  
Senior Executive Search Consultant  
[lisa@spanopratt.com](mailto:lisa@spanopratt.com)

## ORGANIZATION

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The Women's Economic Self-Sufficiency Team (WESST) is a nonprofit organization with the mission of assisting any New Mexican to start or grow a small business. WESST provides a support system of consulting, training, incubation, and lending to help women, people of color, and low-wealth individuals successfully strengthen and grow their businesses through sustainable sales, financial knowledge, and job creation. Since its founding in 1988, WESST has served over 50,000 New Mexicans who have created 3,400 start-ups and over 5,500 jobs.

WESST is driven by its belief that expanding entrepreneurship is the most effective way to yield the greatest economic impact. Providing entrepreneurs with the resources, skills, technical assistance, and capital to succeed is central to their philosophy, vision, mission, and core values.



### Vision

WESST believes passionately in the power of sustainable entrepreneurship to change the lives of individuals, families, and communities. Access and opportunity to do so is a basic human right.

### Core Values

**Innovation:** WESST values above all their ability to serve clients by constantly adapting program services so that client needs are effectively met in a constantly changing marketplace.

**Integrity:** WESST is committed to the highest standards of ethics, honesty, and mutual respect in internal and external relationships.

**Quality and Excellence:** WESST strives for superior performance in communications, standards, processes, leadership, planning, programming, and execution.

**Accountability:** WESST is committed to doing what they say they will do so that various stakeholders are confident that WESST is a trustworthy organization making economic impact in New Mexico.

**Equity, Diversity, and Inclusion:** WESST is committed to promoting equity, diversity, and inclusion practices internally among our Board and staff, and externally among clients, supporters, and community partners.

## POSITION OVERVIEW

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WESST is seeking a new President to lead the organization and implement its mission and strategic vision bringing value to small business clients and New Mexican communities. The President is responsible for overseeing the operations, finances, programs, fundraising, and external relations of WESST. The President will report to and work closely with the WESST Board of Directors, staff, donors, and stakeholders to advance the mission and goals of WESST.

## KEY RESPONSIBILITIES

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### ***Financial Resourcing – 30%***

Accountable for overseeing the raising of sufficient resources to ensure the annual budget requirements are met and to effectively carry out WESST's mission and strategic goals

- Oversee and engage as necessary with the Vice President of Development in raising annual private and public support
- Oversee, and where essential, interact with donors at the private, corporate, and government level to acquire sufficient resources
- Maintain positive relationships with donors and community leaders
- Oversee grant writing and submissions, with emphasis on training and developing resources



### ***Leadership – 25%***

Accountable for inspiring and motivating all WESST resources to plan, implement, and achieve results

- Provide and effectively communicate WESST's vision, mission, and strategic direction
- Maintain a supportive learning community that will attract and retain staff and team members
- Oversee and develop your directly aligned resources
- Build leadership and management capability among senior staff to enable high levels of self-sufficiency
- Position staff in the community to foster relationships and draw awareness to WESST's mission and value proposition for small businesses
- Foster and maintain an interactive and positive relationship with the Board of Directors
- Proactively keep the Board of Directors and/or sub-committees informed of all important factors and circumstances as appropriate

**Ambassador – 20%**

Accountable for being the face and voice of the company, including liaison to agencies and donors at the national, state, and local level

- Serve as the spokesperson of the organization
- Oversee effective external communication with the media and other organizations
- Maintain positive relationships with national, state, and local economic development organizations to ensure that the position and visibility of WESST is understood and leveraged to maximize opportunities and foster coalitions to benefit WESST's mission

**Long-term Strategy – 15%**

Accountable for the planning and implementation of all strategic initiatives

- Collaborate with the Board of Directors and staff to develop and implement WESST's Strategic Plan
- Maintain a strong understanding of the direction and trends for the delivery of entrepreneurial services – training, consulting, lending, and incubation - in order to keep WESST a viable and a significant contributor in our communities
- Review and evaluate metrics and program data for desired impact to ensure WESST is delivering the best, and to proactively understand when to adjust focus and direction

**Financial Health – 10%**

Accountable for the overall financial health of the company and for monitoring the accuracy and completeness of all financial activities and not-for-profit reporting

- Collaborate with the VP of Finance to develop and present the annual budget to the Board of Directors
- Ensure that sufficient resources are generated to support the annual budget
- Oversee and ensure robust and accurate financial processes and documentation
- Oversee all financial records and not-for-profit reporting for accuracy and timely submission
- Ensure that all funds are appropriately safeguarded and administered
- Execute contracts and obligations as required
- Lead, coach, and support the VP of Finance to ensure strong financial oversight



## QUALIFICATIONS & EXPERIENCE

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- Minimum of 10 years of relevant work experience and background in nonprofit management, fundraising, and economic development
- Leadership and ability to work with and motivate a wide variety of professionals and volunteers
- Successful track record in fundraising and development
- Experience in nonprofit finance and budgeting
- Must possess strong organizational, presentation, management, and communication skills, both verbal and written
- Experience working with boards of directors and volunteers
- Preferred bilingual language skills
- A bachelor's degree in nonprofit management, public or business administration, community and/or economic development, or related field of interest or an equivalent combination of experience and education; master's degree is preferred
- Experience in working with small and microbusinesses, particularly those businesses led by women, BIPOC, and low-wealth individuals is a plus

## COMPETENCIES

- Passion for WESST's mission and the services it provides
- Visionary and strategic thinker
- Self-starter and motivated leader
- Commitment to diversity, equity, and inclusion
- Ability to influence
- Well-rounded and diverse set of not-for-profit business skills
- Capability to manage a high level of ambiguity

## COMPENSATION

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- Compensation includes a hiring range of \$135k to \$150k plus a full benefits package

To learn more about WEEEST, visit <https://www.wesst.org>.



## LOCATION: ALBUQUERQUE, NEW MEXICO



Albuquerque, New Mexico, is a city rich in cultural heritage and natural beauty, nestled in the high desert at the foot of the Sandia Mountains. With a unique blend of Native American, Hispanic, and Anglo influences, the city showcases a vibrant tapestry of traditions and modernity.

The landscape of Albuquerque is characterized by its stunning vistas. The Sandia Mountains, which rise dramatically to the east, provide a breathtaking backdrop, especially at sunset when the peaks glow in hues of pink and orange. The city itself is laid out in a grid pattern, with wide streets lined by adobe-style buildings that reflect its Southwestern architectural heritage. The Rio Grande, a vital waterway, flows through the city, offering lush greenery that contrasts with the arid surroundings.

Albuquerque is perhaps best known for its annual International Balloon Fiesta, the largest hot air balloon festival in the world. Each October, the sky fills with colorful balloons, creating a spectacular sight that draws visitors from around the globe. This event not only celebrates the art of ballooning but also highlights the city's community spirit and love for outdoor activities.

Culturally, Albuquerque is a hub of art and history. The Old Town district, with its cobblestone streets and historic adobe buildings, serves as a reminder of the city's past. Here, visitors can explore numerous shops, galleries, and museums, including the Albuquerque Museum of Art and History, which showcases local artists and the region's rich history.

The city is also home to a diverse culinary scene, famous for its New Mexican cuisine, which features unique flavors and ingredients like green and red chile. Restaurants range from casual eateries to upscale dining, reflecting the city's culinary creativity.

Albuquerque is home to Sandia National Laboratories, a major research facility that plays a critical role in U.S. national security and technological advancement. In addition to Sandia, the nearby Los Alamos National Laboratory further enhances Albuquerque's status as a center for scientific research, located about two hours away. Together, these institutions provide significant opportunities for collaboration and access to cutting-edge technology and expertise, making Albuquerque a pivotal location for national and international research initiatives.

Albuquerque's commitment to community and inclusivity is evident in initiatives like "ABQ Stories of Us," which celebrates the diverse voices and experiences that shape the city. This project invites residents to share their stories, fostering a sense of belonging and connection among the community.

Albuquerque is a city that beautifully marries its rich history with a vibrant present, offering a unique experience for residents and visitors alike. Its stunning landscapes, cultural richness, and community spirit make it a remarkable place to explore and enjoy.

To learn more about Albuquerque: <https://www.cabq.gov>.

This position is not just a job; it's an opportunity to change lives in New Mexico. To be considered for this opportunity, please submit a cover letter and resume to either:

Diana Kreiling  
Senior Executive Search Consultant  
[Dkreiling@spanopratt.com](mailto:Dkreiling@spanopratt.com)  
[www.spanopratt.com](http://www.spanopratt.com)

Lisa Maddox  
Senior Executive Search Consultant  
[lisa@spanopratt.com](mailto:lisa@spanopratt.com)  
[www.spanopratt.com](http://www.spanopratt.com)