



TEAMCALIFORNIA

President and Chief Executive Officer

Position Profile and Recruitment Announcement

Location	California location; preferably within a major metropolitan area; flexibility to accommodate the needs of the selected candidate
Reports To	Chair of the Board and Executive Committee
Organization Type	Statewide, private-sector, membership-based economic development organization
Employment Type	Full-time, exempt
Compensation	\$90,000 – \$110,000 annually, commensurate with experience, plus bonus program, health benefits, generous PTO
Opening Date	August 1, 2026
Closing Date	August 31, 2026 at 11:59 PM Pacific Time (US & Canada)

About TEAMCALIFORNIA

TEAMCALIFORNIA is a statewide, private-sector, 501C(3) nonprofit economic development organization dedicated to strengthening California’s competitive position for business attraction and retention in a global marketplace. Supported through a diverse and geographically dispersed membership, including cities, counties, regional partners, and mission-aligned businesses and individuals, the organization serves as a unified voice for fostering economic growth and business opportunities. The organization's work is fundamentally marketing- and visibility-focused: building the state's brand and reputation among site selectors, corporate decision-makers, and investors, and ensuring that members receive meaningful marketing support and resulting business opportunities through regional, state, and national events, programs, storytelling, and relationship-building.

Position Summary

The President and CEO serves as the chief executive and public face of TEAMCALIFORNIA, responsible for advancing the organization's mission to market the state as a premier destination for business investment and expansion and to elevate the visibility and value propositions of its members. This is an external-facing leadership role suited to a builder of relationships, a compelling storyteller, and a strategic communicator

who can represent the organization forcefully and credibly before corporate executives, elected officials, media, and civic leaders. The President and CEO leads organizational strategy, membership growth and retention, marketing and branding initiatives, and day-to-day operations, while working closely with a Board of Directors composed of business leaders and local economic developers from across the state.

Key Responsibilities

Strategic Leadership and Board Relations

- Serve as chief executive of the organization, setting organizational strategy and ensuring effective execution across all programs and initiatives.
- Partner with the Board of Directors to establish organizational priorities, annual goals, and long-range plans; provide regular reporting on progress and results.
- Plan, organize, and conduct productive Board and committee meetings, and maintain records and actions for compliance and reference purposes.
- Build and maintain a strong, engaged Board and committee structure that leverages members' talents and resources to advance organizational goals.

Marketing, Branding, and Business Attraction

- Lead the development and execution of marketing, branding, and promotional campaigns that position the organization as a leader in the state's economic development ecosystem and advocate for the benefits of doing business in California.
- Serve as the organization's primary spokesperson and ambassador, representing the organization with corporate executives, site selectors, media, developers, investors, and partner organizations.
- Create promotional materials, digital content, advertising, and earned media strategies to showcase the organization and its members.
- Represent the organization at regional, national, and international trade shows, conferences, and business development opportunities. Create "owned" events, including the annual Meet the Consultants forum, to promote communication and business lead exchange.

Membership and Engagement

- Grow and retain a membership base of city, county, regional, and state economic development partners, ensuring members receive tangible visibility and value.
- Cultivate strong relationships with city and county executives, chambers of commerce, and regional economic development agencies to encourage collaboration and leveraging of relationships and resources.
- Design programming, events, and communications that highlight individual regions' strengths while reinforcing a cohesive statewide narrative.

Organizational and Financial Management

- Manage the organization's operations and staff.

- Develop, oversee and manage the annual budget, ensuring fiscal discipline and sound stewardship of member and sponsor investments.
- Provide monthly financial updates and reporting to the Finance and Executive Committee.
- Lead fundraising and revenue-generation efforts, including membership dues, sponsorships, and public or private grants.
- Build and mentor a high-performing two-person staff and select outside contractors, fostering a culture of accountability, collaboration, and service to members.

Qualifications

The ideal candidate brings a combination of executive leadership experience, marketing and communications acumen, and a demonstrated ability to build relationships across business and government. Specific qualifications include:

- A minimum of ten years of progressively responsible leadership experience in economic development, place marketing, tourism, chamber of commerce management, destination marketing, or a related field; prior CEO, executive director, or senior executive experience strongly preferred.
- A record of accomplishment in successful marketing, branding, or business attraction initiatives and/or campaigns, ideally at a regional or statewide scale.
- Demonstrated success building and managing a membership-based organization, including member recruitment, retention, and satisfaction.
- Strong public speaking, media relations, and presentation skills, with experience serving as the public face of an organization.
- Established relationships with, or the ability to quickly build credibility among, elected officials, business executives, and civic leaders.
- Sound business and financial management skills, including budget development and oversight of a nonprofit or membership organization.
- A bachelor's degree in business, public administration, communications, marketing, or a related field is required; an advanced degree is a plus.
- Willingness to travel throughout the state and, at times, nationally and possibly internationally.

Attributes of the Ideal Candidate

- A natural relationship-builder who can move comfortably between boardrooms, major conferences, and community events.
- A collaborative leader who values the perspectives and priorities of members and the state's varied regions.
- A strategic thinker who balances long-term brand-building with the day-to-day work of member service and organizational management.
- A high degree of personal integrity, professionalism, and energy.
- A willingness to do the work, not just manage it.

To Apply

Interested candidates should submit a current resume, a cover letter outlining their interest in the position, and written responses to the supplemental questions included with this recruitment to careers@teamca.org. No phone queries, please.