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SMARTNORTH

Smart North Executive Director

POSITION PROFILE OVERVIEW · 2026–2027

THE OPPORTUNITY

Lead Smart North's next phase of growth across Minnesota. kpCompanies is honored to partner with Smart North to identify its next Executive Director: a revenue-minded, mission-driven leader who will grow and diversify funding, lead and develop the team, and elevate Smart North's role as a trusted convener of community, corporate, and civic leaders shaping Minnesota's digital future.

Reporting to the Board of Directors, the Executive Director takes full ownership of day-to-day operations and staff, leads the Community Tech Hubs and the infrastructure work that connects them, and builds the operating systems and partnerships that sustained growth requires. The revenue mandate is direct: earned income is under 10% of revenue today, and the committee's target is more than 40% within three years.

The role comes at a defining moment. With hubs serving youth, adults, and women; a five-year vision to reach every rural and marginalized Minnesota community; and a model that pairs emerging technology with deep local trust, Smart North is seeking a leader who protects what is working — the staff, the hubs, and the culture — while strengthening what is most stretched: fundraising and operations.

Salary: **$120,000**
Minnesota — Twin Cities & northern hub communities · full-time · reports to the Board of Directors

THE ROLE

The Executive Director provides strategic and operational leadership across Smart North's programs, partnerships, and revenue, turning the five-year plan into sustainable growth. The Executive Director will:

- Grow and diversify revenue — grants, corporate support, and earned income — moving earned revenue from under 10% of total revenue toward more than 40% within three years
- Lead and develop the team, protecting what is working — the staff, the hubs, and the culture — while strengthening fundraising and operations, where Smart North is most stretched
- Own day-to-day operations across a multi-site organization, building the operating systems, processes, and reporting that sustainable growth requires
- Scale the Community Tech Hubs and workforce pathways, extending the model toward every rural and marginalized Minnesota community within five years
- Deepen corporate, civic, and community partnerships — the Circle of Care of host sites, companies, and local leaders that holds up each hub
- Raise Smart North's visibility and voice, convening leaders through forums and partnerships across the state
- Partner with the Board and founders — a strong relationship and a steady rhythm of communication that supports governance and delivery of strategic goals

WHAT SUCCESS LOOKS LIKE

The first priorities, in order: grow and diversify revenue, including earned revenue; lead and develop the team; and raise Smart North's visibility and voice — the three the Executive Committee ranked highest, with building operating systems and deepening partnerships close behind.

Within 12 to 18 months, revenue is measurably more diversified with earned income climbing toward the 40% target; the staff, the hubs, and the culture are intact and strengthened; day-to-day operations run with clear ownership; and Smart North's voice carries further across Minnesota's community, corporate, and civic leadership.

THE LEADER WE'RE LOOKING FOR

The strongest candidates will demonstrate a combination of:

- **Fundraising & revenue growth** — builds diversified revenue — grants, corporate support, and earned income — and takes personal ownership of the revenue picture
- **Team leadership & culture** — recruits, develops, and retains a mission-driven, diverse team; protects the staff, the hubs, and the culture
- **Strategic vision & execution** — sets a bold, inclusive vision for the five-year plan and turns it into clear priorities and measurable results
- **Program & site leadership** — has led multi-site or hub-based operations and can own day-to-day operations from day one
- **Partnership development** — builds lasting partnerships across community, civic, corporate, academic, and public sectors
- **Visibility & convening** — elevates an organization's voice and brings leaders together around shared goals
- **A trusted steward of mission** — champions digital equity and the communities Smart North serves, especially youth and women

EXPERIENCE & QUALIFICATIONS

Competitive candidates will bring:

- Senior leadership experience in a nonprofit or mission-driven organization, with responsibility for strategy, operations, staffing, and performance
- A demonstrated record of growing and diversifying revenue, including earned income
- Experience leading through others and strengthening an established team and its culture
- Financial stewardship across a multi-site organization — budgeting, management, and compliance
- Strong partnerships across funders, corporations, civic leaders, and community organizations
- Excellent communication skills and the independence to own outcomes from start to finish
- **Preferred:** working understanding of emerging technologies (smart infrastructure, AI, connectivity); a visible convener through forums such as Twin Cities Startup Week; and deep ties to the communities the hubs serve

ABOUT SMART NORTH

Smart North advances digital equity and livable, connected communities across Minnesota. Its Community Tech Hubs bring technology skills, mentorship, and career pathways to youth, adults, and women, with a five-year vision of reaching every rural and marginalized community in the state. Alongside the hubs, Smart North's infrastructure work — from smart streetlights in Grand Rapids to scalable connectivity models — pairs emerging technology with the relationships, resources, and support of local partners.

HOW TO EXPRESS INTEREST

Search partner: kpCompanies

Contact: Toni Carter, kpCompanies
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Application link: kpcompanies.com/careers

Smart North is an equal opportunity employer. Smart North and kpCompanies welcome candidates whose backgrounds, experiences, and perspectives strengthen the mission.