



# Greater Owensboro

ECONOMIC DEVELOPMENT CORPORATION

Making Owensboro Greater

Chief Executive Officer

*RECRUITMENT PROFILE – February 2023*



# Recruitment Profile – Chief Executive Officer

## Greater Owensboro Economic Development Corporation

Owensboro, Kentucky  
February 2023

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The Logan Development Group is conducting an executive search to identify a Chief Executive Officer to lead the Greater Owensboro Economic Development Corporation. The CEO is responsible for the creation and implementation of economic development and business recruitment strategies while using consensus building leadership to bring economic growth to Owensboro and Daviess County, Kentucky.

The Greater Owensboro Economic Development Corporation (GO-EDC) is the economic development agency for Owensboro and Daviess County. GO-EDC is a public/private partnership formed to attract and to grow primary employers. In conjunction with other agencies, GO-EDC markets the MidAmerica Airpark and other industrial properties. The Greater Owensboro Economic Development Corporation also assists existing businesses with retention and expansion projects and to promote entrepreneurial growth.



# Greater Owensboro

## ECONOMIC DEVELOPMENT CORPORATION

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Making Owensboro Greater

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### Mission Statement

*GO-EDC's mission is to support, promote and attract a diversified, innovative and sustainable, world-class economy.*



## Owensboro is an All-America City

Located on the Ohio River in northwest Kentucky. The region is a community of human resource dedicated to accomplishing big things. By building an environment of fostering new business creation and growth, success has been seen in research and cutting edge technologies. The region is a unique place that is made up of skilled people who work with pride and precision and are dedicated to quality of life and work.

The Owensboro MSA (Davies, Hancock and McLean Counties) is the third largest in the Commonwealth of Kentucky and is part of the Green River Area Development District and is fortunate to have excellent access to the best riverfront and industrial properties in the state. Our partnerships with surrounding communities, north and south of the Ohio River, have allowed for capitalization on the strengths of our region.

Coal mining and agriculture have played a large role in the history of our County that is a part of the Western Coal Fields region of the state. Agricultural production, another facet of our rich history, includes corn, soybeans, and tobacco. Along with the corn production came the distilling of spirits, chiefly Kentucky bourbon. During the 19th century there were 18 distilleries in Davies County. The community's rich history has led us to a diverse existence with food, metal and biotechnology manufacturing, and distribution.

Owensboro is full of charm, history and Southern lifestyle. Festivals abound in our area all year offering unique visitor experiences. Bluegrass music and Davies County barbecue are the centerpieces of our tourism industry.

# Recruitment Profile

Chief Executive Officer  
Greater Owensboro Economic Development Corporation  
Owensboro, Kentucky

## Desired Job Experience and Expertise

- High-level executive experience in business management and leadership with a preferred knowledge and experience in economic development
- Strong experience and knowledge of implementation:
  - New Business Recruitment
  - Existing Industry
  - Workforce Development
  - Entrepreneurship
- Ability to collaborate with local and state leaders and community stakeholders to provide solutions
- Strong history of leadership and management experience with strong attention to details
- Ability to inventory existing assets, available property, and programs
- Knowledge and understanding of operational functions
- Proven track record of successfully navigating relationships with board members, investors, local and state officials
- Strong communication skills
- Ability to recommend and implement new programs and initiatives when needed

## Characteristics & Personality Traits

- Flexible
- Strong Leader
- Facilitator
- Diplomatic
- Strong Work Ethic / Doer
- Communicator

- Integrity
- Focused
- Resourceful
- Creative
- Collaborator/Team Builder
- Listener



### Education & Experience

Qualified candidates will have a Bachelor's Degree from an accredited college or university with major coursework in Business, Business Administration, Management, or related field. Qualified candidates will also have 5-10 years of progressively responsible experience in economic development or related private business including a minimum of three (3) years of administrative or supervisory responsibility.

### Top Requirements

- High-level Management Experience
- Background / Knowledge in New Business Recruitment
- Leadership Skills
- Problem Solving Skills
- Communication Skills
- Outreach / Consensus Builder / Collaborative
- Organizational Skills
- People Person / Personality
- Work Ethic
- Understand Economic Development Business
- Innovative



### Strengths of the Position and Opportunity

- Engaged executive committee, board, and stakeholders with desire for growth
- Opportunity to make significant impact
- Strong Education Systems. Public, private, and higher education
- Executive Committee, Board, and local officials open to new ideas and creative programs
- Close-knit community and leadership / Strong relationships across the membership
- Quality of life
- Strong Healthcare System
- Downtown and Riverfront
- Location and Interstate / I69 Extension
- Low Cost Utilities

### Application Process

If interested in this opportunity please send resume/CV to:

[daniel@logandevgroup.com](mailto:daniel@logandevgroup.com)

This position is open until filled. Upon receipt, resumes will be screened in relation to the criteria outlined in this profile. Candidates selected for interview will be contacted by a representative of the Logan Development Group.

**President/CEO**  
**Greater Owensboro Economic Development Corporation**

**Primary Objective:** To provide leadership to the Greater Owensboro Economic Development Corporation (GOEDC) and the greater Owensboro region in establishing and meeting goals related to economic growth and development.

**Reports To:** GOEDC Executive Committee and Board of Directors

**Responsibilities/Activities:** The President/CEO will concentrate efforts in the following areas:

1. **Organizational Leadership:** The President/CEO will provide overall management and leadership, managing the business affairs of the organization as well as recruiting, managing and developing a high quality staff. Working in conjunction with the board of directors and other key stakeholders he/she will provide advice on establishment of strategic plans aimed at achieving organizational objectives and will lead in execution of these plans.
2. **Community Development:** An emphasis will be placed on development of the community and region in preparing for growth. Areas of concentration within the existing strategic plan include nurturing a competitive workforce through training programs and collaboration with educational institutions, creating quality of place, addressing maintenance and development of physical infrastructure and fostering an entrepreneurial culture including management of a technology business incubator.
3. **Finance:** Structuring of project financing and managing of daily financial activities will require a substantial understanding of finance. The President/CEO must be able to identify, assess and access funding opportunities for both community and organizational growth.
4. **Communications/Marketing:** Excellent communication skills with both external and internal audiences are required. A continuing and concentrated effort to build support for the GOEDC and its strategies within the community will be essential to long term success. Creation of the Owensboro brand and marketing the community to external prospects and other constituencies is essential.
5. **Existing Business:** The President/CEO will work closely with the existing business community to identify issues and opportunities for both retention and growth.
6. **Analysis:** A continuous process of analysis to remain current on trends and innovations will be conducted. Objective assessments of the strength and weaknesses of the community will be completed along with development of strategies to maximize strengths and minimize weaknesses.

## Key Tasks

The President/CEO must have the ability to perform the following tasks in order to effectively fulfill the aforementioned responsibilities.

1. **Planning:** Developing strategies, defining and refining interim objectives of the organization, setting priorities for resources, anticipating problems, formulating and adjusting policies, recognizing altered environments and initiating new organizational planning processes when necessary.
2. **Decision Making:** Deciding on own initiative and also in conjunction with others, making judgments on disputed issues, making quick decisions under time pressure, making deliberate decisions after evaluation, making decisions that may have direct impact on the welfare of others.
3. **Marketing:** Answering inquiries verbally and in writing, initiating inquiries verbally and in writing, considering and protecting the community brand and reputation, preparing materials for print and publication, utilization of social and other new media resources.
4. **Relationship Building/Public Relations:** Officiating at public ceremonies, advising the general public on complex issues, speaking publicly, creating a broad network of contacts, represent the community in public forums in a manner that brings respect and credibility, building credibility and mutual respect with elected officials and policy makers at the local, state and federal level.
5. **Influencing/Advising:** Researching and proposing positions on important issues, advising board members on those issues and the implications of alternatives, developing relationships and influence with government officials, making spoken and written case for proposed actions.
6. **Writing/Administration:** Preparing and presenting proposals on complex issues in a clear, concise manner, writing for a public audience, writing to create interest, preparing formal correspondence, writing press announcements, reviewing and proposing edits to complex documents, including legal documents.
7. **Integrating Information:** Preparing statistical information, summarizing information for yourself and for others, estimating risks associated with courses of action, preparing cost/time estimates, comprehension of complex numerical and financial data, sensitivity to public issues, monitoring of broad environment in which objectives are pursued.
8. **Cooperating/Acting as Liaison:** Assisting and working cooperatively with other organizations such as the Chamber of Commerce, City of Owensboro and Daviess County, achieving cooperation from other organizations, being recognized as a good and friendly collaborator sought out by allied groups, organizations and individuals.
9. **Evaluating:** Assessing feasibility of an operation, managing schedules, applying logic to new ideas, identification of alternate approaches, assessing probabilities.

**10. Membership Development:** Assisting board officers in the recruiting of representative regional industry membership to the Board of Directors and soliciting private funding to support the general budget of the organization.

### **Job Context**

The President/CEO of the GOEDC is one of the most important and visible positions in the Owensboro region. The person in this position must present a positive and professional image and must instill confidence and trust in those with whom she/he interacts. The President/CEO must act with honesty and integrity in all things and must never conduct themselves in a way that may bring dishonor to the organization, the community or to themselves. While not a public employee the President/CEO does operate in a public work environment and must understand the context of the position. The following represent certain of the most relevant job context characteristics of the position.

Qualifications: Minimum of a Bachelor's Degree with five to 10 years of experience in community/economic. Economic/community development experience may be replaced by equivalent, relevant business or related experience.

Responsibility for Resources: The President/CEO will be responsible for an annual budget of more than \$700,000 including wages, operating costs, and investments. In addition, the President/CEO will be responsible for site development, including land acquisition and negotiation, oversight, management and maintenance of all industrial site assets.

Financial Impact: The financial impact of performance could be enormous. This impact could be measured within the community by the creation of jobs, economic growth, increased tax base, or in the alternative the loss of economic activity due to failed policy.

Responsibility for Personnel: The President/CEO has responsibility for all GOEDC staff. This includes management of staff time, scheduling of hours, evaluations of performance and making recommendations to the board on new positions or internal reorganizations.

Travel: The position requires a considerable amount of travel both in state and throughout the United States. International travel may also be occasionally required.

Accountabilities: The position brings high accountability for public relations, budget maintenance, quality and effectiveness of work product, reputation and perception of the organization and personal integrity.

Complexity of Reasoning: The level of complexity of the issues and challenges facing the organization require very high level of reasoning and the ability to understand and translate multi-dimensional complex issues.

Work Hours: The type of normal work hours include both day and evening and occasional weekends.