



Position Profile

**North Central Minority Supplier
Development Council (NCMSDC)**

President and CEO



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The Organization





NCMSDC is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Who We Are

The North Central Minority Supplier Development Council (NCMSDC) is a 501(c)(3) non-profit organization established in 1975. As one of 23 regional affiliates of the National Minority Supplier Development Council (NMSDC), we form the nation's most dynamic network for fostering successful relationships between America's top corporations and supply-chain providers from the Asian, Black, Hispanic, and Native American communities.

Our Mission

At NCMSDC, our mission is to accelerate economic growth by driving opportunities and collaboration

between corporations and minority businesses. Serving Iowa, Minnesota, North Dakota, South Dakota, and Wisconsin, we connect our corporate members with qualified Minority Business Enterprises (MBEs) of all sizes. We ensure a high standard of excellence through four essential steps: certification, development, connection, and advocacy.

Our Vision

To empower corporations and minority-owned businesses through impactful connections that drive sustainable economic growth, innovation, and inclusion across the business community.

What We Do

Our Services

At the North Central Minority Supplier Development Council (NCMSDC), we empower minority-owned businesses through certification, business development, and strategic matchmaking with our network of corporate members and government entities. We also provide corporations with tailored supplier diversity consulting, networking opportunities, and access to a robust pool of certified minority suppliers, helping them enhance their supply chains and achieve their diversity goals. Our efforts not only foster meaningful partnerships but also drive significant economic impact, contributing to a more inclusive and thriving economy for all.



NCMSDC by the Numbers



340

minority business
enterprises (MBEs)



\$4.9B

in revenue



19,337

jobs

Sample Success Stories

Read more at northcentralmsdc.org/successstories



Carla Schwartzenberger, President, Razor Consulting

Razor Consulting is a Native American, Woman-owned enterprise founded on the principal of delivering innovative services with integrity. Our teams provide the Federal Government and Commercial businesses with the expertise they need to build, support, and optimize their operations. From new construction to business and technology services, Razor is focused on delivering world class solutions tailored to the unique needs of those we proudly serve.

As a Native-owned business, it is important to us to serve Native American communities across the Nation. Razor recently completed a Recreational Multi-Use Sports Facility project at the Flandreau Indian School in South Dakota. This project not only promotes health and fitness for students, but it also showcases the pride the surrounding community has for the accomplishments of their students and school.

“Our vision for a successful future has always been about empowering collaboration to deliver impactful outcomes. We innovate alongside our customers and industry partners to ensure effective teams deliver exceptional results.”



John Pfeiffer, President, Corporate Image Group

Corporate Image Group, based in South Dakota, has been operating for over 90 years under the continuous leadership of the Pfeiffer family. Now in its fourth generation, it stands as one of the largest 100% Native-owned branded merchandise companies in the United States.

Corporate Image Group partnered with Wyndham Hotels and Resorts for National Housekeeping Week to recognize and celebrate the work and contributions of housekeepers across Wyndham’s network of hotels. Corporate Image Group provided specially curated housekeeping kits, designed a dedicated online platform where hotel general managers could order recognition items, and created a recognition program which was rolled out to all 6,282 Wyndham brand locations across the US and Canada. This initiative not only celebrated housekeepers but also strengthened relationships within the hospitality industry.

“Our stated purpose is to empower our customers’ and employees’ growth. One of the main ways we can live up to this lofty goal is by honoring the things that make us different. We go the extra mile to understand where everyone is aiming to go, and we do what we can to help them get there.”



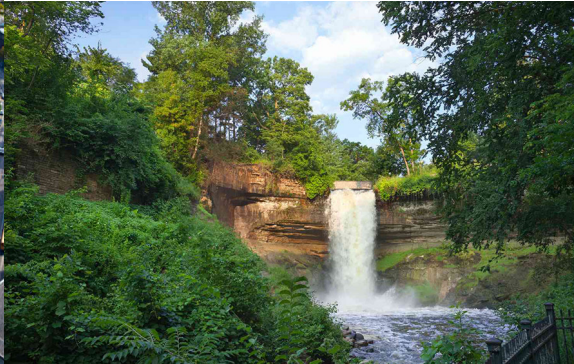
Josh Helgesen, Principal and CEO, Greiner Construction

From early hands-on experience in carpentry, Josh Helgesen’s passion for building started long before he led Greiner Construction. His actual journey with Greiner began in 2001 as an apprentice carpenter, and the evolution to CEO has been remarkable. Assuming the role of CEO and majority owner of Greiner earlier this year has been a pivotal moment in his career. At the start of his career, Josh could not envision leading the organization. However, he wholeheartedly embraces the opportunity to advocate for a company that has profoundly shaped his career.

Josh believes that leading a minority-owned business carries significant responsibility. It is not only a label: it reflects a commitment to uplifting other minority-owned businesses, subcontractors, and the communities we serve. Josh leads Greiner with a vision grounded in craftsmanship, integrity, and team collaboration. His leadership is anchored by three guiding principles: consistency, commitment, and flexibility. Greiner Construction is dedicated to the core value of “We Care” which is the driving force behind their efforts to cultivate robust and thriving communities.

One of the markets Greiner serves is Community, Nonprofit and the Arts. The Minneapolis Big Brother Big Sisters adaptive reuse project was a full remodel of a former industrial warehouse space into a bright and welcoming headquarters.

About Minneapolis, Minnesota



One of the most progressive cities in the United States is Minneapolis, with quality-of-life advantages like a dynamic economy, multiple entertainment choices, great restaurants, and numerous recreational opportunities.



About Milwaukee, Wisconsin



Milwaukee is Wisconsin's largest city and the county seat of Milwaukee County, with a 2020 population of 577,222, making it the 31st most populous city in the U.S. and the fifth in the Midwest. The Milwaukee metro area has 1.57 million residents.

Known for its diverse culture, Milwaukee has a rich history influenced by German immigrants and is renowned for its brewing industry. Despite its cultural diversity, it remains one of the most racially segregated cities due to early 20th-century redlining. Recent developments include the Fiserv

Forum, The Hop streetcar, and expansions of cultural landmarks like the Milwaukee Art Museum and the Bradley Symphony Center.

Milwaukee is a "Sufficiency" city with a regional GDP exceeding \$102 billion (2020) and hosts Summerfest, one of the largest music festivals. It is home to Fortune 500 companies such as Harley-Davidson and Northwestern Mutual, as well as major universities like Marquette University and UW – Milwaukee. The city supports two major sports teams: the NBA's Bucks and MLB's Brewers.

The Candidate Profile



Position Description



Title: President and CEO



Organization: North Central Minority Supplier Development Council



Reports to : Board of Directors



Direct Reports: Vice President, Operations; Director, Corporate Relations; Program Director, MBE Services; Project Manager; Program Manager, Wisconsin MBDA Business Center



Employee Count: 6



Location: Minneapolis, Minnesota or Milwaukee, Wisconsin



Website: northcentralmsdc.org





Position Summary

The President and Chief Executive Officer (CEO) of the North Central Minority Supplier Development Council (NCMSDC) is a visionary, results-driven leader committed to fostering a more inclusive and equitable business environment. Reporting to the Chairperson of the Board of Directors, the CEO serves as the primary ambassador and advocate, driving strategic partnerships between minority-owned businesses (MBEs) and corporate members while expanding the Council's influence and impact.

This executive will lead the strategic direction of NCMSDC, ensuring operational excellence, financial sustainability, and programmatic innovation to deliver measurable outcomes for stakeholders. They will champion initiatives that strengthen corporate engagement, expand membership, and drive meaningful supplier diversity advancements.

With responsibility for a broad portfolio of strategic, operational, and administrative functions, the CEO will collaborate closely with the Board, corporate partners, and MBEs to enhance partnerships, advocate for supplier diversity, and accelerate the Council's growth. They must embody a deep commitment to diversity, equity, inclusion, and economic empowerment, ensuring NCMSDC remains a driving force in advancing minority business development and creating lasting, systemic change.

Required Knowledge, Skills & Abilities (“Must-Haves”)

Proven Leadership & Operational Expertise: The candidate must have executive-level nonprofit leadership experience with at least 10-15 years of guiding high-performing teams in mission-driven organizations. They must be a servant leader with a strong track record in building capacity, streamlining operations, and executing high-impact initiatives that deliver measurable results. This role requires a leader who can translate strategy into action by managing daily operations, optimizing processes, and driving organizational effectiveness.

Strategic Relationships and Influence: The candidate must have a proven ability to build high-level relationships across industries, government agencies, and advocacy organizations. They should excel in forming strategic alliances that enhance the organization’s visibility, expand its influence, and advance supplier diversity and economic inclusion. This requires engaging decision-makers, navigating complex stakeholder landscapes, and positioning the organization as a key player in corporate and policy circles.

Exceptional Communication Skills: The candidate must be a persuasive communicator with the ability to engage corporate leaders, MBEs, policymakers, and community stakeholders. They should excel in articulating complex ideas clearly, fostering collaboration, and resolving conflicts. A strong ability to build trust and maintain long-term partnerships is essential, along with a visible and hands-on leadership approach that strengthens engagement and credibility.

Financial Acumen & P&L Management Expertise: The candidate must have strong financial oversight skills, managing multimillion-dollar budgets, optimizing resources, and ensuring fiscal sustainability. They should understand nonprofit and corporate financial structures, overseeing financial planning, risk management, and compliance. A strong financial leader will drive efficiency, ensure transparency, and align budgets with strategic goals to support long-term stability and growth.

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Required Knowledge, Skills & Abilities (“Must-Haves”) *continued*

Fundraising & Revenue Development: The candidate must have a proven ability to secure diverse funding through corporate partnerships, grants, sponsorships, and philanthropy. They should excel in developing fundraising strategies, cultivating key donor relationships, and identifying new revenue opportunities. A strong fundraiser will position the organization as a compelling investment while ensuring revenue growth supports long-term impact.

Team Building & Organizational Culture: The candidate should excel in developing, mentoring, and retaining high-performing teams while fostering innovation, collaboration, and accountability. They must set clear expectations, align efforts with strategic goals, and empower employees. A strong leader will invest in professional development, create growth opportunities, and cultivate a creative, adaptable environment. With empathy-driven leadership, they should lead change with transparency and inclusivity, ensuring organizational resilience and responsiveness.



Other Desired Skills & Abilities

Visionary Leadership & Strategic Thinking: The candidate must be a forward-thinking leader who can anticipate industry trends, economic shifts, and corporate landscapes. They should be highly adaptable and innovative, ensuring the organization remains competitive while advancing its mission. A strong strategic thinker will inspire confidence, set priorities, and align stakeholders toward long-term success. Previous leadership experience in the nonprofit sector is preferred.

Entrepreneurial Vision: The candidate must have a deep understanding of entrepreneurial ecosystems, with a focus on minority business ownership and development. They should demonstrate the ability to identify and capitalize on innovative opportunities, foster strategic partnerships, and implement initiatives that drive economic inclusion and support minority-owned enterprises.

Advocacy & Policy Influence: The candidate should have experience influencing policies related to economic inclusion, supplier diversity, and minority business development. They must be able to advocate effectively with government agencies, corporate partners, and industry organizations to drive systemic change that benefits MBEs. A deep understanding of regulatory frameworks and corporate compliance requirements will be critical in positioning the organization as a thought leader in the field.

Change Management & Organizational Growth: The candidate must be skilled in leading organizations through transition and growth. They should have experience managing structural realignments, improving operational efficiencies, and fostering a culture that embraces change. A leader in this area will ensure the organization remains agile, resilient, and well-positioned to respond to emerging challenges and opportunities.

Interpersonal and Networking Excellence: The candidate must have exceptional relationship-building skills, with the ability to cultivate, sustain, and grow high-level partnerships. They should demonstrate a strong executive presence, credibility, and a collaborative approach that fosters trust and alignment among diverse stakeholders.

Data-Driven Decision-Making & Performance Metrics: A strong leader will use data and analytics to measure impact, track organizational progress, and inform strategic initiatives. They must be comfortable leveraging performance metrics to guide decision-making, improve efficiencies, and ensure that initiatives align with business and mission objectives. Experience in implementing measurable KPIs to assess financial performance, stakeholder engagement, and program success is highly desirable.

Technology & Digital Proficiency: The candidate should be well-versed in using technology to enhance operations, improve stakeholder engagement, and drive business efficiencies. Familiarity with CRM systems, financial reporting tools, and digital marketing strategies will be an asset. They must be comfortable leveraging data and technology to inform decision-making and optimize processes.

Operational Flexibility: The candidate must have the willingness and ability to travel extensively across multiple states to meet operational needs, represent the organization, and participate actively in NMSDC conferences and national forums. They should demonstrate adaptability and a strong commitment to fulfilling the mission through active engagement and presence.

Essential Duties & Responsibilities

Champion Minority Supplier Development: Serve as a driving force in advocating for and expanding minority supplier inclusion within corporate and public procurement processes. Work to create equitable opportunities that foster economic growth, strengthen supplier diversity, and enhance MBE success.

Strategic Leadership: Develop and implement forward-thinking strategies aligned with NCMSDC's mission and the broader goals of the National Minority Supplier Development Council (NMSDC). Partner with the Board and corporate stakeholders to strengthen engagement, support MBE growth, and establish benchmarks for minority business development excellence.

Membership Growth and Engagement: Drive initiatives to expand and retain NCMSDC's membership base, increasing the recruitment, certification, and retention of Minority Business Enterprises (MBEs). Cultivate meaningful relationships with corporate partners to advance supplier diversity initiatives and improve MBE access to procurement opportunities

Operational Excellence: Oversee all facets of the organization's daily operations, ensuring efficient management of personnel, finances, and program execution. Leverage innovative practices to enhance operational effectiveness, maximize resources, and drive long-term sustainability.

Team Leadership and Development: Inspire and lead a high-performing, mission-driven team by fostering a culture of accountability, collaboration, and continuous improvement. Equip staff with the resources, mentorship, and development opportunities needed to advance organizational goals and professional growth.

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Essential Duties & Responsibilities *continued*

Fundraising and Resource Development: Develop and execute comprehensive fundraising strategies to diversify revenue streams and strengthen financial sustainability. Build and maintain relationships with corporate sponsors, philanthropic organizations, and individual donors to secure funding, grants, and sponsorships that enhance NCMSDC's impact.

External Advocacy and Representation: Act as the primary spokesperson for NCMSDC, representing the organization in media engagements, high-profile public appearances, and corporate and community collaborations. Effectively communicate NCMSDC's mission, impact, and thought leadership in supplier diversity.

Compliance and Governance: Ensure full compliance with NMSDC standards while maintaining strong relationships with the national organization and regional affiliates. Uphold robust governance policies, ethical standards, and regulatory requirements to ensure accountability and mission alignment.

Innovation and Influence: Identify emerging trends, challenges, and opportunities in supplier diversity to position NCMSDC as an industry leader. Advocate for policies and initiatives that advance economic inclusion, promote equitable procurement access, and support the growth of MBEs in national and global markets.

Measures of First Year Success



Partnership & Membership Growth

Strengthen and expand relationships with corporate members, MBEs, and community partners, increasing engagement.

Secure a measurable rise in member participation in NCMSDC initiatives, evidenced by new corporate partnerships, MBE certifications, and retention rates.

Develop and launch key programs or initiatives that demonstrate the Council's value, aligning with organizational goals and stakeholder priorities.



Financial Stability & Revenue Expansion

Achieve or exceed revenue targets through successful fundraising, securing corporate sponsorships, grants, and diversified funding streams.

Implement a comprehensive revenue diversification plan to ensure long-term financial sustainability.

Maintain or improve financial health metrics, including P&L performance, operational cost efficiency, and adherence to the annual budget.



Operational Excellence & Organizational Impact

Optimize internal operations, including personnel management, program delivery, and compliance with NMSDC standards.

Foster a high-performance culture by recruiting, retaining, and empowering staff to drive organizational success.

Establish clear operational priorities and streamlined processes that improve efficiency and align with long-term Council objectives.



Visibility, Advocacy & Market Influence

Significantly enhance the Council's regional and national presence by representing NCMSDC at industry events, media engagements, and NMSDC forums.

Demonstrate leadership in minority supplier development advocacy through public appearances, thought leadership, and strategic collaborations.

Develop and communicate a compelling narrative about NCMSDC's mission and impact, increasing awareness, influence, and credibility across business and nonprofit sectors.

Education Requirements



A bachelor's degree in business administration, management, or a closely related field is required; an advanced degree (MBA or equivalent) is highly preferred, reflecting a commitment to advanced expertise and strategic business acumen.

Compensation

North Central Minority Supplier Development Council's President and CEO salary is commensurate with experience, within the framework of the organization's annual operating budget, as well as excellent benefits and perks including, but not limited to:

- Health
- Dental
- Life, Short and Long-Term Disability Insurance
- 401k Match
- Vision
- Generous paid time off program



Equal Employment Accommodations

Accommodations for Individuals with Disabilities: NCMSDC will make reasonable accommodations, as required by law, for the known physical or mental disabilities of an otherwise qualified applicant or employee, unless doing so would impose an undue hardship upon NCMSDC's business operations. An accommodation is not reasonable if, even with the accommodation, the employee is unable to perform essential job duties in a manner that would not endanger the employee's health or safety of the employee or others.

Any applicant or employee who believes they require an accommodation in order to perform the essential functions of the job should contact the Head of Human Resources and/or the Manager and/or the Employee's Supervisor and/or G&A Partners to request such an accommodation.

Employees should specify what accommodation they need to perform the job and submit supporting medical documentation explaining the underlying physical or mental disability and the basis for the requested accommodation. NCMSDC then will review and analyze the request, including engaging in an interactive process with the employee or applicant, to identify if such an accommodation can be made. NCMSDC will evaluate requested accommodations, and as appropriate identify other possible accommodations, if any. The employee will be notified of NCMSDC's decision regarding the request within a reasonable period. NCMSDC treats all

medical information submitted as part of the accommodation process in a confidential manner.

NCMSDC will endeavor to accommodate the sincere religious beliefs of its employees to the extent such accommodation does not pose an undue hardship on NCMSDC's operations. If employees wish to request such an accommodation, they should contact the Head of Human Resources and/or the Manager and/or the Employee's Supervisor and/or G&A Partners.

Any employees with questions or concerns about equal employment opportunities in the workplace are encouraged to bring these issues to the attention of the Head of Human Resources and/or the Manager and/or the Employee's Supervisor and/or G&A Partners. NCMSDC will not allow any form of retaliation against individuals who raise issues of equal employment opportunity. If employees feel they have been subjected to any such retaliation, they should contact the Head of Human Resources and/or the Manager and/or the Employee's Supervisor and/or G&A Partners. To ensure our workplace is free of artificial barriers, violation of this policy including any improper retaliatory conduct will lead to discipline, up to and including discharge. All employees must cooperate with all investigations.

Client Search
Committee &
BroadView Talent
Engagement Team



Search Committee



Natalie McGrady
Global Supplier Diversity Lead
Cargill
Vice Chair



Adonica Randall
President/Chief Problem Solver
Abaxent, LLC
Board Member



Karen Tobler
Director, Supplier
Engagement, Target
Procurement
Target
Board Member



Brian Mitchell
Supplier Diversity
Outreach Manager
Michels Corporation
Board Member



Carolyn Mosby
Interim President/CEO
NCMSDC



Jesus Sanchez
Vice President, Supplier Diversity &
Supply Chain Sustainability
Johnson Controls
Board Member

BroadView Talent Partners Team



Tracy McMillan
CEO & Managing Partner
mobile 484.994.9270
tracymac@broadviewtalent.com



Melania DaSilva Deaver
Principal
mobile 475.339.3704
WhatsApp +351 960.398.906
melania@broadviewtalent.com



Robyn Quinn
**Vice President,
Senior Research Associate**
mobile 610.304.3853
robyn@broadviewtalent.com



Donna Young
Operations Director
mobile 917.273.4755
donna@broadviewtalent.com



Elizabeth Keyser
Associate
mobile 203.349.0069
elizabeth@broadviewtalent.com

**How to
Apply:**

Interested and Qualified candidates should contact
Melania DaSilva Deaver at melania@broadviewtalent.com



Contact

OFFICE HOURS

Monday – Friday
07:00 AM– 7:00 PM ET

GET IN TOUCH

Connecticut Office: (203) 651-8300
Ohio Office: (614) 484-9056

OUR ADDRESSES

500 Post Road East, 2nd Floor
Westport, CT 06880

175 S. Third Street, Suite 200
Columbus, OH 43215

FOLLOW US

www.broadviewtalent.com
info@broadviewtalent.com

About BroadView Talent Partners

Executives in affordable housing, nonprofit, and middle market organizations retain BroadView Talent Partners to fill senior leadership team positions because they value our specialized knowledge and proven process for identifying executive talent using our unmatched national network, commitment to diversity, equity, and inclusion (DEI), and record of long-tenured placements.

