



Genesys Works
Executive Director
National Capital Region

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About Genesys Works

The mission of Genesys Works is to provide pathways to career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships. The organization envisions a future where all young adults are equipped and empowered with the knowledge and skills required to achieve career success, upward mobility, and a lifetime of economic self-sufficiency.

Genesys Works is a \$40 million, national nonprofit that has been advancing economic mobility for 21 years and has helped more than 9,000 students from under-represented communities to prepare for college and careers and to succeed in both. In addition to a national office, the organization currently operates in eight cities across the country – Bay Area, National Capital Region, Jacksonville, Chicago, Houston, New York, Tulsa, and Twin Cities.

The Genesys Works National Capital Region has a 2025 budget of \$2.35 million, 7 full time professional staff, and over 45 students working in 24 major corporations. Genesys Works aims to double the size of the National Capital Region by the Class of 2028 which will be recruited in 2027.

The organization creates career pathways and opportunities for youth from underserved communities while simultaneously helping employers fill critical talent gaps within their companies. They do this by providing skills training, counseling and coaching, and paid internships for high school seniors who currently reside in underserved communities and lack access to the resources needed to achieve sustained economic mobility.

Learn more about Genesys Works at <https://genesysworks.org/>.

The Opportunity

We are seeking an experienced leader capable of growing, establishing, and maintaining, strong relationships with Corporate Partners, philanthropic and community leaders, ensuring programmatic quality, operational excellence, and ongoing enhancement of the Genesys Works brand in the local market. The Executive Director will report to the Managing Director of Site Operations and work collaboratively with other members of the Senior Leadership Team in the National office of Genesys Works. The Executive Director will have overall operational responsibility for successful implementation of the Genesys Works business model.

Duties and Responsibilities

Leadership and Vision

- Establish strong relationships with C-level and Senior level executives at Fortune 500 employers in the National Capital Region and capitalize on these relationships to serve more students and Corporate Partners with greater experiential impact.
- Maintain a positive multi-cultural work environment that attracts and inspires staff.

- Lead, coach, develop and retain the Genesys Works National Capital Region team.
- Ensure ongoing programmatic excellence, particularly student and Corporate Partner impact, while executing Sales plans that drive growth.
- Build and steward a diverse and inclusive Advisory Board that is representative of the community, highly engaged and willing to leverage and secure resources.
- Cultivate a strong and transparent working relationship with the National office, and other Site leaders, and ensure open communication of financial, programmatic and impact performance against stated milestones and goals.

Resource Development

- Build the capacity and capability of the National Capital Region sales and program team to enable it to grow at a persistent rate of 25-40 High School Interns per year and increase its retention of HS interns steadily to over 90% by 2029.
- Develop and deepen relationships with senior leaders of local school districts and schools to align Genesys Works program with career readiness initiatives.
- Oversee fundraising leads to ensure they are increasing annual philanthropic support – capacity to drive growth - by deepening relationships with major individual, foundation, and corporate donors.
- Implement performance management and development programs across the National Capital Region team to ensure employees are engaged and have a strong sense of belonging.
- Ensure that the site complies with core and best practice standards and processes across all functions, and laws and local operating requirements.

Candidate Profile

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

- Bachelor's degree and 10 years of senior management experience.
- Proven experience selling, or fundraising, consultatively, with C-level leaders of Fortune 500 companies.
- Demonstrable experience creating and implementing growth plans externally and internally.
- Passion for the mission of Genesys Works and making a difference in the lives of students from underserved communities.
- Proven experience building and leading teams and managing relationships with external stakeholder relationship management experience.
- Solid financial acumen and prior P&L management experience.
- Track record of effectively improving quality outcomes across multiple facets of the organization, in addition to growth.
- Past success working with Boards of Advisors, demonstrating the ability to build/rebuild boards and to cultivate deep relationships with board of advisors.

- Existing network of senior level leaders in business or other sectors with the potential to support the Genesys Works mission.
- Experience overseeing marketing and fundraising activities.
- Collaborative and adaptable leader committed to the success of the overall organization as well as their business unit.
- Strong written and verbal communication skills.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$190,000 - \$210,000 with a generous benefits package. The exact salary that will be offered will be determined based on consideration of the candidate's skills and experience and alignment with Genesys Works' compensation policies.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Erin Reedy and Shannon O'Neill. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

Genesys Works is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).