



POSITION SPECIFICATION

The Human Capital Group, Inc

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POSITION TITLE:	President
REPORTING TO:	Board of Directors, Nashville Technology Council
LOCATION:	Nashville, TN
THE ORGANIZATION:	Nashville Technology Council www.TechnologyCouncil.com

The Nashville Technology Council, an affiliate of the Nashville Area Chamber of Commerce, is a 501(c)(6) nonprofit association of technology leaders working together to further promote, strengthen and grow the technology sector in Middle Tennessee. Membership is open to technology companies, employers, service providers, educational institutions, and non-profit companies interested in supporting the growth of technology businesses throughout Middle Tennessee.

The Council promotes the continued growth of Middle Tennessee's technology sector by fostering a supportive operating environment for existing, start-up, and relocating businesses. Through programs and events such as technology roundtables, educational initiatives, annual technology conferences, a technology career center and other activities, the Council provides members with timely information on key technology issues and developments that foster Middle Tennessee's technology industry.

Founded in 1999, the Council's membership has grown to more than 330 organizations throughout Middle Tennessee, including locally-owned and global organizations that are technology leaders. Also represented are professional services firms with wide-ranging expertise in the technology sector. The Council's Board of Directors is made up of 31 members, many of whom are widely recognized as top executives in the technology sector. Beth Chase, President & CEO of C3 Consulting, is the 2008-2009 Council Chairperson and Andy Flatt, CIO of HealthSpring, is the Chair-Elect.

Nashville is widely recognized, nationally and internationally, as a health care, auto manufacturing and music industry capital and is well known for nurturing dynamic, innovative companies. The long term vision of the Nashville Technology Council is to: ***ensure that Middle Tennessee becomes recognized nationally as a center for technology & innovation with a talented labor pool and a diversified technology community.*** With this in mind, the NTC Board is seeking a highly motivated individual with strong technology and business experience, impeccable personal leadership skills and a successful / experienced "connector" who will rapidly move the NTC towards this long term vision.

POSITION SUMMARY:

The **President** of the **Nashville Technology Council** is responsible for providing strategic leadership and overseeing all aspects of the association, including: Board Relationships, Administration, Membership Development & Retention, Program Development, Relationship Building, International Activities, Communications, Economic Development and Advocacy.

PRIMARY RESPONSIBILITIES:

- Lead the Council to achieve its long term vision to: ***ensure that Middle Tennessee becomes recognized nationally as a center for technology & innovation with a talented labor pool and a diversified technology community.***
- Connect and partner with other Technology Councils, Communities and Associations to share best practices and drive continuous improvement, resulting in a strong ROI for all members.
- Build and develop the team to achieve this commitment
- Develop and enlarge the customer base --- continuously selling the Council's offerings to the business community
- Expand and aggressively market Program offerings in support of customer and community needs
- Take full responsibility for the P&L of the Council – run it like a business!
- Partner with the Board of Directors to establish, set and measure the 3 primary management objectives and targets for the association.
- Build positive relationships with all constituencies
- Embrace the “Servant Leader” mentality
- Create a strong volunteer community in support of the Council
- Develop strategic partnerships to support our mission

ADDITIONAL RESPONSIBILITIES:

- Provide the leadership necessary to maintain a motivated, productive and competent team through open communication and delegation of responsibilities and authority; guide and direct colleagues in their personal and professional development.
- Establish and maintain quality and performance indicators to ensure all components work in harmony to accomplish goals and objectives.
- Participate, on a regular basis, in “account management” meetings to ensure existing programs and services meet and/or exceed customer / participant expectations.
- Prepare, monitor and control the annual operational budget.
- Develop and implement benchmarking methodologies and management reports -compare against the organizational and industry standards for success of operations.
- Identify, research and provide appropriate recommendations for improving processes and implementing new programs.
- Lead and develop interrelationships between the NTC and all other constituents interested in promoting technology throughout Middle Tennessee
- Establish and develop relationships throughout the business community to gain an in-depth understanding of the needs of all stakeholders.
- Identify and implement customer service expectations and standards, for both external and internal customers, communicating and reinforcing standards throughout all areas of responsibility.
- Develop and implement quantifiable measures to determine level of achievement of service standards and expectations.
- In partnership with the Chair and the Board of Directors, develop and implement the NTC's strategic plan, tactical plan and measures to drive and evaluate short and long-term progress.

REQUIREMENTS / QUALIFICATIONS / COMPETENCIES FOR SUCCESS:

The ideal candidate will have a minimum of **10 years** of progressive **management & leadership experience** in a **technology** related role or business. He/She will be **recognized as a leader and influencer/connector** within the community. He/She will also have the ability to develop, implement, market & sell business strategies, plans and processes and will have a strong knowledge of **customer service** processes, tools & technologies.

KEY QUALIFICATIONS FOR SUCCESS:

- Strong business / P&L leadership experience in a successful / technology-based environment
- Solid understanding of the technology industry, key leaders, trends, and issues.
- Proven ability to work effectively with industry leaders, senior executives, government officials, community leaders, and the media.
- Ability to generate respect and support from, and to build consensus among, a wide range of constituencies.
- Strong political and business acumen, with the strategic ability to leverage relationships and opportunities to achieve Council goals.
- Excellent oral and written communication skills, so as to deliver Council messages in an effective yet non-controversial way.
- A passion to teach, nurture and develop future leaders. Energized by “connecting” technology leaders within the community.
- Confident and capable of dealing in a highly collaborative, results-oriented and matrix-type environment
- Active, engaged and influential within the Middle Tennessee business community
- Comfortable & successful with engaging relationships at senior levels
- Energized by selling, marketing and sharing the vision / benefits of the NTC with others to gain support
- Exceptional commitment to integrity, ethics and leading by the “Golden Rule”
- Success in facilitating and leading discussions with senior executives one-on-one and in a group setting
- At a stage in life where leaving a “**legacy of significance**” is highly motivating and rewarding
- Confident, mature and humble
- An understanding and respect of the Council’s affiliate relationship with the Nashville Area Chamber of Commerce and the ability to leverage that relationship to the benefit of all groups.
- Bachelor’s degree required.

KEY COMPETENCIES FOR SUCCESS:

- Must have good balance of strategy and execution
- Excellent **interpersonal, influencing and communication** skills required
- Strong leadership presence
- Proactive versus reactive
- Clearly takes strategy to action
- High level of energy and resilience
- Self confident and willing to push back on senior leadership appropriately
- Good understanding of his/her impact with a clear drive towards continuous personal improvement
- A great listener, motivator, innovator, communicator and advocate.
- Strong negotiations skills
- **Self-confident, honest and full of integrity**

COMPENSATION:

In this role, you will be rewarded with leaving a **sustainable and lasting legacy** by ensuring that Middle Tennessee becomes recognized nationally as a center for technology & innovation with a talented labor pool and a diversified technology community. In addition, depending on the skills & experiences of the individual hired, we are anticipating a base salary of up to \$125K, a performance-based bonus of 20+%, as well as medical/dental benefits.

CONTACT INFORMATION:

If you are qualified and interested in being considered as a candidate for this great opportunity, please submit your resume (in WORD format), along with your most recent compensation information to: Resumes@HumanCapitalGroupInc.com. In the subject line, please indicate **President – Nashville Technology Council**.