



Executive Director

Project: VISION | Chicago, IL | Greater Chinatown

Lead the next chapter of a beloved Chicago youth organization.

For more than 20 years, Project: VISION has been a home for youth in Chicago's Greater Chinatown community: a place where students discover their voice, build their confidence, and chart paths to college, careers, and community leadership. Last year, our team served 568 students and delivered more than 95,000 hours of programming.

We are now in the middle of an ambitious three-year strategic plan to build the infrastructure needed to grow our reach and deepen our impact in the coming years. After two decades of extraordinary leadership from our founding-era Executive Director, the Board of Directors is searching for our next Executive Director: a leader to honor what's been built, navigate a season of intentional change, and propel Project: VISION into its next chapter.

Why this role, why now

This is a rare opportunity to lead a mission-driven, community-rooted organization at a moment of real momentum.

- **A clear and inspiring strategic plan.** VISION 2027, endorsed by an engaged Board, sets the direction for our next three years.
- **A deeply committed team.** About 20 staff, including two long-tenured directors and a strong contingent of early-career talent looking for stable, inclusive leadership, and real investment in their growth.
- **A loyal funder community** with a stable government grant base and significant headroom to grow private and individual giving.
- **A beloved community.** Chicago's Greater Chinatown — with deep cultural roots, established school partnerships, and a clear waitlist of families wanting more.

Who we're looking for

You are a leader who is energized by, and effective at, all of the following.

Connecting with our community.

You bring genuine cultural competency and a deep commitment to the AAPI and/or Chinatown community. You also have a strong passion for supporting young people and helping them thrive.

Raising the money to do the work.

You have a real track record growing nonprofit revenue, not just writing grants, but cultivating donors, building partnerships, and turning relationships into resources. You see fundraising as relational, not transactional, and you are comfortable being the public face of an organization you're asking people to believe in.

Investing in people.

You build teams that work well together, you coach early-career talent into the next stage of their careers, and you bring out the best in long-tenured staff. You are as comfortable in a one-on-one as you are in front of a Board. You lead inclusively and transparently, you bring stability and trust through change, and you

invest in the growth of staff at every level. You know your people as individuals and show up for them genuinely, one honest conversation at a time.

Setting direction.

You can articulate where an organization is going, why it matters, and what will be different a year from now because of what you've chosen to focus on. You make decisions and stand behind them.

You probably also bring

- Eight or more years of progressive leadership experience, including at least five in the nonprofit sector
- A Bachelor's degree (advanced degree welcome but not required)
- Solid financial acumen and comfort owning a multi-million-dollar budget
- A real desire to stabilize and grow an organization, not just maintain it
- Experience leading through change

What you'll own

- The strategic and operational leadership of an approximately \$3.5M organization growing toward \$4.5M
- A team of about 20 staff, three community-based youth centers, and three school-based program sites
- The full revenue strategy: grants, individual giving, events (including our 20-year-old Chinatown 5K), and new corporate and foundation partnerships
- Board partnership, community representation, and the public voice of Project: VISION

Compensation & benefits

The salary range for this role is **\$110,000–\$135,000**, commensurate with experience, and includes a competitive benefits package, including medical and dental insurance, paid time off, paid holidays, and professional development support. This is a full-time, exempt, **on-site** role based in Chicago.

How to apply

Interested candidates are invited to apply through the Project: VISION website or through [the posting on Indeed](#). Please submit a resume and answer the application questions included in the posting.

Applications will be reviewed on a rolling basis. Candidates selected to move forward will be contacted regarding next steps in the process.

Project: VISION is proud to be an equal opportunity employer. We are committed to building a diverse staff and welcome applicants from all backgrounds. Candidates with lived experience in the AAPI and/or Greater Chinatown community are strongly encouraged to apply.