Project: VISION - Executive Director (Revised 10/26/2026)

Full-Time | Chicago, IL | Greater Chinatown | Hybrid Onsite 4 Days/Week

Lead the next chapter of a beloved Chicago youth organization.

Project: VISION, founded in 2003, is a mission-driven organization committed to helping youth in Chicago's Greater Chinatown community reach their full potential through educational, personal, and civic development. Our organization's holistic LEARN, SERVE, LEAD, THRIVE framework supports middle and high school students, engages parents, and offers adult workforce development. Last year, our team served 568 students and delivered more than 95,000 hours of programming.

Project: VISION is in the second year of executing VISION 2027, a strategic plan to grow programmatic reach to 500+ youth annually, build the operational and physical infrastructure to support that growth, and sustain an approximately $4.5M annual budget over the coming years.

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.

Why this role, why now (Position Highlights)

This is a rare opportunity to lead a mission-driven, community-rooted organization as the Executive Director. You will be the chief impact officer, translating our mission into long-term and measurable results within fundraising, operations, focused programs, financial health and team-oriented staff development. This role is both operational and strategic, with a strong emphasis on future growth, community engagement and organizational resilience.

Here are some highlights to your next achievement with Project:VISION:

Visionary Leadership
Articulate and own a clear vision for Project: VISION's next chapter that builds on VISION 2027. Collaborate with our experience Board to create innovative ideas that reflect the realities of the community, the team, advance fundraising and advocacy goals and the funding environment.

Fundraising & Revenue Growth
Creation and owner of Project: VISION's long term revenue strategy while using Fundraising as the key driver for near-term growth.
Build and foster strong connections with major donors, government and foundation funders, and corporate partners.
A loyal funder community with a stable government grant base and significant headroom to grow private and individual giving.

People & Staff Leadership
Lead a team of about 20 staff members through leadership, trust and empathy by partnering with HR-aligned Board members on staff and organizational development.

Strong Community Advocate
Bring genuine cultural competency and a real commitment to the AAPI community; champion community-rooted, culturally responsive leadership.
Build, deepen, and maintain relationships with families, school partners, community organizations, faith communities, and local government.

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
- Mandarin or Cantonese language ability is a meaningful plus

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 – $150,000,** 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 hybrid role (4 days/week onsite) based in Chicago Chinatown.

How to apply

Interested candidates are invited to apply by submitting a resume and cover letter to **edsearch@projectvisionchicago.org**

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.