



Director of Strategy

Full-Time | Exempt | Reports to: President & CEO

Supervises: May supervise project teams or assigned staff

Compensation: \$65,000 – \$85,000, commensurate with experience

About Mid-States MSDC

The Mid-States Minority Supplier Development Council (Mid-States MSDC) is a nonprofit 501(c)(3) organization headquartered in Indianapolis. Our mission is to promote and support the growth of minority-owned businesses across Central Illinois, Indiana, and Eastern Missouri. We connect certified diverse businesses with corporate members committed to inclusive procurement, helping drive economic equity and opportunity.

Position Overview

The Director of Strategy plays a central role in advancing Mid-States MSDC's long-term vision through strategic planning, program development, and performance measurement. This position supports the President & CEO in evaluating organizational priorities, identifying opportunities for innovation, and helping implement initiatives that drive mission impact and operational effectiveness.

Key Responsibilities

- Assist in developing and implementing the organization's strategic plan in collaboration with the President & CEO.
- Research and analyze industry trends, member needs, and regional opportunities to inform strategic decision-making.
- Manage the development and execution of strategic initiatives and special projects.
- Monitor progress toward strategic goals and collaborate with departments to support cross-functional planning and performance improvement.
- Support data collection and analysis to evaluate program outcomes and organizational effectiveness.
- Help facilitate partnerships with key stakeholders, including corporate members, community partners, and public sector entities.

- Collaborate with leadership to identify funding opportunities, sponsorships, or partnerships aligned with strategic priorities.
- Prepare reports, presentations, and recommendations for executive leadership and the Board of Directors.
- Other duties as assigned by the President & CEO.

Qualifications

Education & Experience

- Bachelor's degree in business, nonprofit management, public policy, or a related field; advanced degree preferred but not required.
- At least three to five years of experience in strategic planning, program management, business development, or related work.
- Experience in a nonprofit or mission-driven organization is a plus.

Skills & Competencies

- Strong analytical and problem-solving skills.
- Ability to work independently and collaboratively across departments.
- Clear and effective communicator, both written and verbal.
- Strong organizational and time management skills.
- Proficiency in using Microsoft Office, data tools, and project management platforms.
- Adaptable and resourceful, with a commitment to continuous improvement.

Work Requirements

- Ability to sit or stand for extended periods.
- Ability to communicate effectively via phone, email, video conferencing, and in-person meetings.
- Willingness to travel periodically within the Mid-States MSDC service region.
- Ability to work occasional evenings or weekends for key events or deadlines.

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