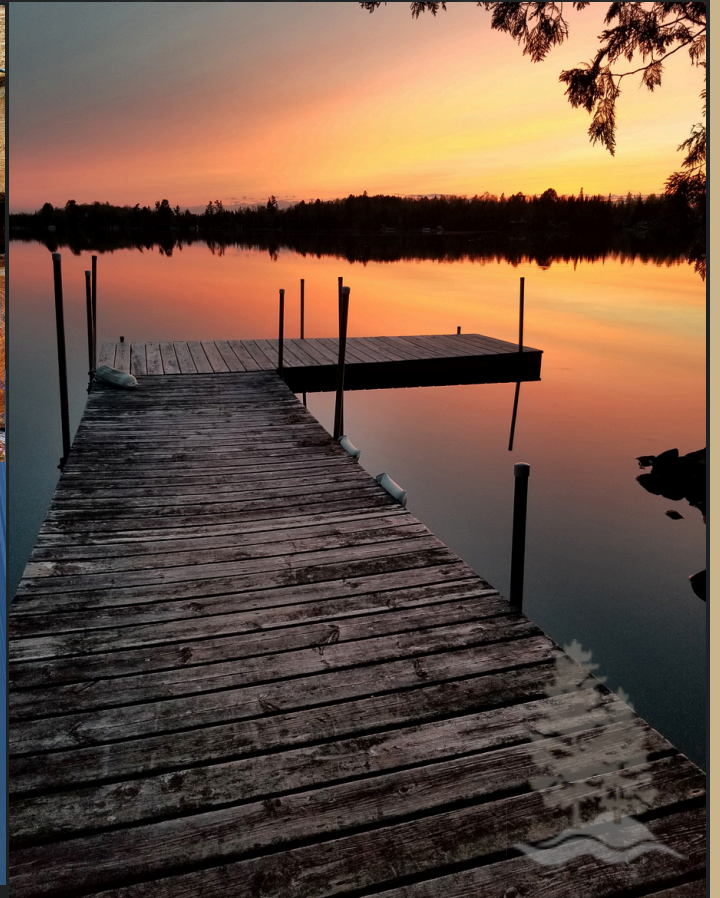




PIERSON HENRY

EXECUTIVE SEARCH PARTNERS



POSITION PROFILE

PRESIDENT & CEO

Pierson Henry Executive Search is honored to support the search for Itasca County Economic Development Corporation's next President & CEO

ABOUT



OUR MISSION:

**TO HELP NEW & EXISTING BUSINESSES
NAVIGATE OPPORTUNITY TO FUEL SUSTAINABLE
GROWTH AND STRENGTHEN THE
REGIONAL ITASCA ECONOMY.**



<https://www.itascadv.org/>

1201 SE 7th Ave | Suites G&F - The Forge | Grand Rapids, MN 55744



THE OPPORTUNITY

PRESIDENT & CHIEF EXECUTIVE OFFICER

LOCATION: GRAND RAPIDS/ ITASCA COUNTY, MINNESOTA

SALARY: \$120,000-\$150,000 + BENEFITS

The Itasca Economic Development Corporation (IEDC) seeks a talented President & CEO to lead the organization as it moves forward into its next phase of regional and economic development efforts for Itasca County communities.

The next President & CEO of the Itasca Economic Development Corporation will lead the ongoing transformation of an organization committed to strengthening the economic vitality of Itasca County. They will champion small-business growth, support entrepreneurs at every stage, and build a strong, resilient business ecosystem through hands-on technical assistance, strategic partnerships, and community-driven problem-solving. This leader will guide a refined strategic vision, deepen collaboration with city, county, Tribal, education, and industry partners, and position IEDC as the trusted, go-to resource for business success across the region. At its core, this role is about helping local businesses thrive—and ensuring that Itasca County remains a place where people can build meaningful work, strong communities, and a vibrant future.

KEY RESPONSIBILITIES

- Lead IEDC's role as the region's business navigator, ensuring a clear, seamless "front door" experience for businesses seeking support.
- Directly support small businesses and entrepreneurs by strengthening referral systems, connecting them to funding and resources, and proactively identifying opportunities for growth.
- Manage, mentor, and develop a small, high-performing team, fostering clarity, collaboration, accountability, and a culture of service.
- Keep up-to-date with current economic trends and potential impacts on the local economy.
- Work with government agencies, businesses, and community groups to foster economic development with a united approach.
- Guide implementation of IEDC's 2026-2028 Strategic Framework, aligning programs, operations, and budgets with IEDC's renewed mission and regional priorities.
- Strengthen regional collaboration by convening partners, clarifying organizational roles, and strengthening relationships with government, Tribal, business, and philanthropic leaders.
- Position IEDC as a regional educator and thought partner through workshops, data-sharing, business learning opportunities, and conversations on trends and workforce.
- Diversify and strengthen IEDC's funding model, including investor memberships, sponsorships, and service contracts.
- Oversee communication, metrics, and storytelling, producing clear reporting and elevating IEDC's visibility and credibility across the region.
- Lead the agency's eventual brand re-fresh and development of a modern, business-focused website that serves as a practical resource hub.
- Support governance and board partnership, maintaining transparent communication, shared accountability, and coordinated stakeholder engagement.

QUALIFICATIONS

- Bachelor's degree preferred; though highly-qualified candidates with commensurate professional experience will be strongly considered
- Proven experience driving economic development within a rural, regional, or small-community context (familiarity with Minnesota's economic landscape preferred)
- Strong knowledge of economic development principles, tools, and strategies, including business retention and expansion, entrepreneurship, funding, and regional collaboration
- Experience managing and developing a small team, fostering clarity, accountability, and collaboration
- Proven ability to develop, manage, and monitor budgets, ensuring fiscal responsibility and supporting long-term sustainability
- Demonstrated success supporting or leading small businesses, start-ups, or community-based enterprises
- Cross-sector leadership experience through private enterprise, public sector, or nonprofit leadership
- Excellent analytical, strategic thinking, and problem-solving skills, grounded in data, community engagement, and practical application
- Outstanding communication and presentation skills, able to distill complex economic information clearly to a variety of diverse stakeholder groups
- Experience working with boards and participating in committees or work groups, supporting effective governance and shared decision-making
- Demonstrated capacity to lead organizational change and implement multi-year strategic plans



DESIRED LEADERSHIP CHARACTERISTICS

- Inspires teamwork and shared purpose, motivating staff and partners around a common mission
- Curious, adaptable, and open to learning, embracing new ideas and evolving community needs
- Practices relational leadership, grounded in trust-building, authenticity, accountability, and integrity
- High emotional intelligence, with the ability to adapt communication styles and build rapport
- Demonstrates deep listening, ensuring stakeholders and partners feel genuinely heard
- Navigates local and regional politics with grace and diplomacy, maintaining neutrality and strengthening alignment
- Strong cultural humility and competency, committed to inclusive engagement and building trust across communities with different histories, identities, and lived experiences
- Acts as a harmonizer, building bridges across city, county, Tribal governments, education, funders, and private industry
- Brings a systems-thinking mindset, able to see the big picture while simplifying complexity and focusing execution
- Communicates clearly and consistently, crafting a compelling narrative and managing expectations
- Comfort using modern technology and digital tools to improve workflows, streamline business navigation, and strengthen organizational communication

LIVING IN RURAL ITASCA COUNTY

The IEDC office is located in Grand Rapids, MN. The President/CEO must reside within or near Itasca County and will work on site in the office and travel to communities throughout the rural, Northern MN region. A genuine passion for rural-living and desire to build and steward lasting relationships in the communities served by IEDC is central to success in this role.

Grand Rapids is an amenity-rich community—anchored by strong schools, a thriving performing and visual arts scene, a welcoming YMCA, MN North Community College, excellent healthcare, great food, an energetic downtown, and deep community pride and civic involvement, all set against the splendor of the Northwoods.

From our visitor's bureau: "Grand Rapids provides a safe small town feel where everyone shares in a strong sense of community. It is a place for those seeking the ideal balance of community and wilderness. It is a place where people want to raise families, retire, and seek solitude amongst the tall pines, hardwoods and flowing waters."

LEARN MORE ABOUT THE REGION AT VISITGRANDRAPIDS.COM





PIERSON HENRY
EXECUTIVE SEARCH PARTNERS

HOW TO APPLY

Executive Search Partner, Pierson Henry has been retained to exclusively lead this search. If you are a relationship-focused economic development leader with a passion for and deep understanding of rural communities, we encourage you to apply.

All applicant materials will be confidential. If you are a person with a disability and need assistance applying, please contact us at holly@piersonhenry.com.

To confidentially apply, [please visit this link](#) which will prompt you for your resume and a compelling cover letter outlining your interest. We will acknowledge receipt of your application via email.

IEDC is an equal opportunity employer and welcomes applicants from diverse backgrounds. We strive to build an inclusive team that reflects the communities we serve.

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