

# HIRING A LOCAL CEO

## PROS

A local CEO candidate will better understand the community, its needs, and its culture.

—

Local candidates already have relationships in place with key stakeholders, local donors, government officials, and community leaders; ensuring smoother operations, more collaboration, and a faster transition.

—

A local candidate has roots within the community, ensuring they are most likely to stay in the position and prioritize their loyalty to the community over their own personal goals.

—

Local candidates embrace their fealty to the community, and are therefore more willing to take risks to improve it for their family and friends.



## CONS

A local pool of candidates is much smaller than a national pool of candidates.

—

Potentially miss out on ideas and operations from other communities that an outside candidate could bring to the community.

# HIRING A NATIONAL CEO

## PROS

Hiring a CEO from a national pool, allows a larger group of professionals to choose from.

—

A national CEO may bring completely new program and organizational ideas, including potential partners from outside the local area.

—

An outside CEO can be helpful in eliminating biases and toxic relationships that may currently hold the organization and/or the area of services that have been overseen for too long in a mediocre manor.



## CONS

Not as knowledgeable about the local community and its needs. Most importantly, not as likely to be loyal to staying and making the long-term changes needed.

—

Lacking relationships necessary with major donors, foundations, individual contributors, etc. These relationships take a long time to secure, and are essential especially during a transition.

—

Outside CEOs tend to not stay very long, due to a lack of personal connection to the local community. (Having lived in one or more other communities, where they are more attached and loyal, they eventually move back to support their primary community.)