

HIRING A LOCAL VERSUS NATIONAL NONPROFIT CEO

PROS +



Choosing to hire a CEO from a national pool, obviously allows you a larger group of professionals to choose from.



A national CEO may bring completely new program and organizational ideas from different areas, including potential partners from outside the local area that can share information and ideas.



An outside CEO can be helpful to eliminate biases and toxic relationships that are currently holding firm to the organization and/or the area of services that have been overseen for too long in a mediocre manor within a local community.

CONS

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



Not having any of the relationships necessary with major donors, foundations, individual, contributors, etc. these relationships take a long time to secure.



Tends to not stay very long, because of little to know loyalty to the local community (i.e. has lived and has family and other communities they would rather move back to an order to support.

