



Job Announcement

Chief Executive Officer

Tucson and/or Phoenix, Arizona (Hybrid with regular statewide travel)

Make Way for Books (MWFB) is searching for our next CEO. This is an exceptional opportunity for a collaborative and strategic nonprofit leader who thrives on balancing vision with operational excellence, innovation with stability, and growth with authenticity.

ABOUT MAKE WAY FOR BOOKS

For nearly 30 years, Make Way for Books has been giving all children the chance to read and succeed. Each year, our award-winning programs reach more than 30,000 children, families, and educators across Arizona—empowering adults to inspire a love of reading in the earliest years of life. Through literacy programs, community partnerships, and innovative technology, MWFB ensures that every child—regardless of background—enters school ready to learn and thrive.

As we look to the future, MWFB is poised to expand its reach and deepen its impact statewide and beyond. To guide this next chapter, we are seeking an inspiring and visionary **Chief Executive Officer (CEO)** who will lead with integrity, heart, and strategy.

THE OPPORTUNITY

The next CEO of Make Way for Books will inherit a strong, respected organization with an annual budget of nearly \$3.5M and 23 staff. The CEO will work closely with a core leadership team to build upon a foundation of excellence. This leader will have the opportunity to:

- **Advance early literacy equity** in Arizona and beyond.
- **Strengthen and diversify funding** through innovative revenue models and partnerships.
- **Grow visibility and impact** statewide while maintaining MWFB's vibrant, people-centered culture.
- **Lead a talented and values-driven team** that believes in the power of literacy to transform communities.

KEY RESPONSIBILITIES

Reporting to the **Board of Directors**, the CEO provides overall leadership and management to ensure MWFB fulfills its mission and continues to grow as a national model for early literacy impact.

Key areas of responsibility include:

- **Strategic Leadership:** Partner with the Board and staff to drive and implement MWFB's next strategic plan, ensuring innovation, sustainability, and alignment with community needs.
- **Fundraising & Development:** Lead the cultivation and stewardship of major donors and partners, working with development staff to advance comprehensive fundraising efforts. Partner with the Board to drive organizational sustainability and pursue new revenue opportunities, including fee-for-service and social enterprise initiatives.

- **Organizational Management:** Oversee a talented leadership team and ensure operational excellence across programs, development, communications, finance and work closely with the board to support good board governance.
- **Community Engagement:** Represent MWFB publicly and cultivate partnerships with funders, early childhood organizations, and community leaders statewide.
- **Culture & People Development:** Foster a culture of trust, inclusion, and professional growth where all staff and volunteers feel valued, empowered, and connected to the mission.

QUALIFICATIONS

- At least **five years of senior nonprofit leadership**, including executive-level experience.
- Proven **fundraising and partnership development** record.
- Experience leading **strategic planning, team development, and financial oversight**.
- Willingness and ability to **travel regularly** between Tucson and Phoenix.
- Background in **early childhood education, literacy, or human services** preferred.
- **Bilingual Spanish-English** valued.

WHY JOIN MAKE WAY FOR BOOKS?

- A **beloved and nationally recognized organization** known for innovation and impact.
- A **collaborative, inclusive, and joyful culture** where creativity thrives.
- An opportunity to lead a **mission that truly changes lives**—for children, families, and communities across Arizona.
- Competitive compensation range of **\$115,000–\$145,000** plus comprehensive benefits.

HOW TO APPLY

1. Interested candidates must apply through the [Indeed Website](#). [Search Make Way for Books]
2. Please submit a **resume and cover letter** detailing your interest in the position, relevant work experience in the nonprofit sector, and a description of your leadership style. Applicants without a cover letter will not be considered.
3. Applications will be reviewed as they are received. Apply by COB December 8, 2025 to ensure consideration.
4. Highly qualified candidates will be invited to participate in a Zoom interview in mid-December with finalists moving forward to a second Zoom interview in mid-January, followed by an in-person, full day site visit the first week of February 2026.
5. We hope to extend an offer to our selected candidate by mid-February 2026 and desire a start date by April 1, 2026.
6. Please contact jenny@do-good-better.com with questions or to request accommodations.

Make Way for Books does not and shall not discriminate on the basis of race, color, ethnicity, religion (creed), gender, gender expression, gender identity, age, national origin (ancestry), citizenship, economic circumstances, disability, marital status, familial status, sexual orientation, veteran status, or military status, in any of its activities or operations.