



Position Profile

President & Chief Executive Officer

Wichita Regional Chamber of Commerce

Wichita, Kansas

The Opportunity

The Wichita Regional Chamber of Commerce (“the Chamber”) in Wichita, Kansas is seeking a dynamic leader to become its next President & Chief Executive Officer. The Wichita Regional Chamber of Commerce serves as the principal business leadership organization for South Central Kansas and is widely regarded as the unified voice of the region’s business community. The Chamber plays a leadership role in advocating for policies that support employers and investment, strengthening the regional workforce, and advancing economic growth. Its work spans business advocacy, leadership development, talent retention, and community promotion, positioning it as both a strategic partner to major employers and an important civic institution within the Wichita region. Wichita has a population of just over 400,000, is the largest city in Kansas, and functions as a major industrial hub. The area’s MSA is just over 650,000.

The CEO is the chief executive and administrative officer of the Chamber and reports to the Board of Directors. This executive will oversee and manage all aspects of the organization, with a particular focus on maintaining and growing the Chamber’s high level of engagement with membership through a variety of programs and services. In addition, the successful candidate will function as the chief strategist, innovative thinker, and empathetic and collaborative team leader, especially regarding advocacy, messaging, and overall program development. This executive will also continue to advance the Chamber’s commitment to an inclusive community and business environment that supports entrepreneurs, established small businesses, middle market companies and large privately held corporations throughout the region.

The Chamber

The Wichita Regional Chamber of Commerce has over 1,100 members representing 150,000 employees and 350 business categories in the region, a \$3.2MM operating budget, and a core focus on three key pillars: Advocacy, Strong Business, and Talent. These priorities guide their efforts as they help shape a thriving region where businesses and the community succeed together.

A defining strength of the Chamber is the breadth and visibility of its core programs. In a survey of membership and ongoing communication from the Board, public policy and government affairs is the leading unique value proposition of the Chamber. Signature initiatives such as Leadership Wichita and W – A Community of Young Professionals have established strong pipelines for civic and professional leadership development, while InternICT and related workforce efforts support talent attraction and retention among students and early career professionals. The Chamber also maintains a robust business engagement platform through networking opportunities, member exchanges, and small business recognition programs that foster connection, visibility, and growth across the regional business community through events such as Policy Roundtables and Sunrise Scramblers. Another key strength is the long-standing and continually growing partnership between McConnell Air Force Base and the business community as demonstrated by newly created Military Affairs Council which has a clear mission: to connect, support and empower those who serve and those who stand beside them.

Recent accomplishments underscore the Chamber’s leadership role in the market. Its ongoing recognition of high-performing small businesses, continued expansion of leadership cohorts, and strong annual convening events reflect an organization with both momentum and community credibility. These initiatives demonstrate sustained commitment to strengthening Wichita’s business climate, supporting entrepreneurship, and cultivating the next generation of regional leaders. Looking ahead, strategic priorities are expected to remain centered on strong business, workforce development, and business advocacy, and continued investment in Wichita’s economic competitiveness and brand.

Position Profile **President & Chief Executive Officer ~ Wichita Regional Chamber**

In addition, the Wichita Regional Chamber of Commerce is actively engaged with a wide variety of Affiliates and Partners, which reflects a collaborative comradery among these organizations as they serve the city, the region, and the state. More information can be found on its website: www.wichitachamber.org

The Position

Location

The position is located at the Wichita Regional Chamber of Commerce offices at 350 W. Douglas Ave, Wichita, KS 67202

Reporting and Other Relationships

The President & Chief Executive Officer (“CEO”) is accountable to the Board of Directors (currently 64 members), with routine reporting to the Chair to ensure alignment with the will of the full Board. The Board of Directors meets bi-monthly, and the Executive Committee meets on a bi-monthly and as needed basis. Additionally, the CEO will work in collaboration with the HR Committee regarding performance management. The CEO directly supervises the Chief Strategy & Operations Officer (CSOO), the Level Up KS Director, and the Executive Assistant. The CSOO directly supervises the balance of the 14-member staff who hold both full- and part-time positions. Direct reports to the CSOO include: Chief Program Officer, Director of Accounting, Vice President of Marketing & Communications, Vice President of Membership & Investor Relations, and Vice President of Government Relations & Military Affairs.

Other important relationships include: representatives and employees of Chamber member organizations; county and municipal elected and appointed officials; state and national elected officials and their staff; representatives of other public and private sector organizations with related community and economic development missions; university, technical college, and K-12 education officials; military leaders; and members of the media.

Position Charter

The President & Chief Executive Officer of the Wichita Regional Chamber of Commerce reports to the Board of Directors and serves as the organization’s chief executive and administrative leader. In partnership with the Board, the CEO advances the Chamber’s strategic vision and regional priorities, ensuring effective execution of key initiatives while maintaining accountability for operations and financial stewardship. The CEO oversees high-level activities, including the annual business plan and strategic planning, budget, organizational structure, and staff leadership, while engaging volunteer leadership to deliver programs, services, and advocacy that provide clear value to members and support the growth of the Wichita region.

As the Chamber’s primary spokesperson and ambassador, the CEO represents the organization with business, civic, and public sector leaders at all levels. This high-profile role requires a strategic and politically astute leader who can balance vision with execution, build strong relationships across diverse stakeholders, and position the Chamber as a leading voice for business growth, talent development, and regional prosperity.

Major Duties and Responsibilities include:

The President & CEO is responsible for the following activities within the limits of the Chamber’s bylaws and the policies as established by and with appropriate delegation from the Board of Directors:

Strategy & Leadership

- Develop and execute the Chamber’s strategic plan and annual program of work in partnership with the Board, ensuring alignment with member priorities, public policy, regional economic and growth goals, and measurable outcomes that are regularly communicated.
- Serve as the primary staff liaison to the Board of Directors, Executive Committee, and committees by supporting effective governance, facilitating strategic discussions, and cultivating engaged, informed volunteer leadership.

Position Profile **President & Chief Executive Officer ~ Wichita Regional Chamber**

- Drive organizational performance and long-term sustainability by establishing clear goals, building and fostering a culture of accountability and continuous improvement, and proactively identifying emerging opportunities and risks impacting the business community.

Operations & Financial Stewardship

- Oversee high-level operational activities, organizational structure, and staff leadership by recruiting, developing, and evaluating a high-performing team aligned with Chamber goals and committed to exceptional member service.
- Ensure sound fiscal management through development and oversight of the annual budget, regular financial reporting to the Board, prudent stewardship of resources, and completion of annual audits.
- Maintain compliance with bylaws, policies, and best practices, ensuring transparency, ethical conduct, and efficient systems that support effective program and service delivery.

Membership & Value Creation

- Lead membership growth, retention, and engagement strategies by understanding member needs, strengthening the Chamber's value proposition, and motivating investment in programs and initiatives.
- Oversee the development and evaluation of programs, events, and services to ensure relevance, quality, and measurable return on investment for members; repositioning as needed.
- Direct marketing, communications, and fundraising efforts, including sponsorships and campaigns, to enhance visibility, attract new members, and generate resources to advance Chamber priorities.

Advocacy & Community Relations

- Lead advocacy and public policy efforts by monitoring legislative activity, developing positions on key issues, managing PAC activities, and building strong relationships with elected officials at all levels.
- Serve as the Chamber's chief spokesperson and ambassador, clearly communicating its vision, positions, and impact to members, business leaders, media, and public officials.
- Foster strategic partnerships across business, education, and community organizations to advance workforce development initiatives and support regional growth and competitiveness.

Compensation

The President & Chief Executive Officer is expected to earn a competitive base compensation commensurate with the candidate's experience and knowledge. The CEO will also be eligible for an annual bonus based on performance against key performance indicators. In addition, the candidate will receive appropriate benefits including but not limited to healthcare, retirement, paid holidays, and other paid time off. Additional perquisites and some relocation assistance may be provided.

The Candidate

Education

A bachelor's degree is required; an advanced degree, graduate of U.S. Chamber's Institute for Organization Management or Certified Chamber Executive designation is valued but not required. However, any combination of advanced education, training, or lived and learned experience will be valued and considered.

Professional Qualifications

The ideal candidate will bring 8–10+ years of progressively responsible leadership experience, including a minimum of three years in a senior executive role. Qualified candidates may come from a variety of backgrounds, including serving as the top executive of a progressive and comparably sized chamber of commerce, economic development organization, association, or related business organization; as a "second-in-command" or other senior-level leader within a larger, similar enterprise; or as an executive within a complex private or public sector organization with a strong record of community engagement. Experience working closely with a Board of Directors, leading and motivating volunteer leaders, operating within a growing or evolving community, and successfully navigating organizational or external challenges is strongly desired.

Position Profile President & Chief Executive Officer ~ Wichita Regional Chamber

Preferred Knowledge, Skills, and Abilities

- **Advocacy/public affairs/policy** (experience navigating government processes and advocating for sound public policy while maintaining effective relationships with elected and appointed officials).
- **Board relationships** (significant involvement with Board development, recruitment, governance issues, and interactions with business and community leaders serving as directors).
- **Business savvy** (demonstrated success serving businesses of all sizes, from entrepreneurs to large global companies, across diverse industries).
- **Collaborative relationships** (proven ability to build effective partnerships and strategic alliances across business, government, education, and community sectors).
- **Communication** (strong written and verbal communication skills with the ability to effectively engage internal and external audiences, including members, Board, media, and public officials).
- **Community/regional development** (ability to identify key issues and collaborate with public and private stakeholders to drive business growth and advance community and regional goals).
- **Educational connections/workforce development** (demonstrated collaboration with K-12, higher education, and workforce partners to support talent development and employment pipelines).
- **Established contacts** (track record of developing and maintaining strong relationships with business, government, and community leaders at regional and national levels).
- **Executive leadership experience** (proven ability to lead and manage a complex organization, including strong staff leadership and human resource development).
- **Fiscal management** (experience developing and managing budgets, generating revenue, and ensuring financial stability and accountability).
- **Innovation** (embraces technology and forward-thinking approaches, including leveraging digital tools and social media to enhance organizational impact).
- **Membership development** (successful track record of membership recruitment, retention, engagement, and value creation in a membership-based organization).
- **Media/public relations** (ability to effectively articulate the Chamber's mission, goals, and policy positions to media and the broader community).
- **Resource development** (experience leading fundraising and revenue generation efforts, including dues, sponsorships, events, and non-dues income).
- **Sales orientation** (ability to market and promote the Chamber and region, driving engagement and investment).
- **Staff leadership** (ability to recruit, develop, motivate, and empower staff while fostering accountability and professional growth).
- **Strategic Planning** (demonstrated success in developing and executing strategic and operational plans with measurable outcomes).
- **Varied industries** (experience engaging with leaders across multiple sectors such as manufacturing, healthcare, education, agriculture, and logistics).
- **Volunteer organization experience** (demonstrated ability to engage, motivate, and effectively utilize volunteer leaders).

Desired Personal Traits

- **Accountable** (willing and capable of developing clear measurable goals for an organization and fully own the execution and delivery against those goals).
- **Change agent** (willing to challenge the status quo, facilitate innovation, and lead organizational and community transformation).
- **Collaborative** (values teamwork, works effectively with and through others, and shares credit for collective success).

Position Profile President & Chief Executive Officer ~ Wichita Regional Chamber

- **Communication skills** (strong listener and communicator with the ability to clearly convey ideas and build understanding across audiences).
- **Credibility** (commands respect and trust from Board, staff, members, and community leaders).
- **Critical thinker** (analytical, inquisitive, and open-minded in evaluating complex issues and opportunities).
- **Energetic** (demonstrates enthusiasm, strong work ethic, and a sense of urgency).
- **Executive presence** (polished, confident, and capable of inspiring confidence and respect among diverse stakeholders).
- **Growth mindset** (embraces new ideas and approaches, recognizing the value of collaboration and continuous improvement).
- **Inclusive** (committed to fostering and welcoming a diverse environment).
- **Integrity** (demonstrates honesty, transparency, and the highest ethical standards).
- **Interpersonal skills** (builds strong relationships, relates well to diverse audiences, and serves as a connector across constituencies).
- **Motivator** (inspires and energizes others to achieve shared goals and drive results).
- **Organizational skills** (results-oriented with the ability to manage priorities and achieve established goals).
- **Persuasive** (able to synthesize diverse viewpoints and build consensus around shared objectives).
- **Political acumen** (effectively navigates complex political environments and builds productive relationships with government leaders).
- **Positive attitude** (maintains optimism and resilience, with the ability to find balance and perspective in challenging situations).
- **Resilient** (adapts to challenges and setbacks while maintaining focus and effectiveness).
- **Servant leader** (leads with humility, supports others, and prioritizes organizational and community success).
- **Strategic thinker** (forward-looking, able to envision and execute long-term goals beyond daily operations).
- **Visible** (maintains an active and engaged presence within the organization and broader community).

Challenges and Opportunity

Key areas of focus for the new President & CEO in the first year and beyond include:

- Establish presence as the Chamber's CEO by immersing in day-to-day operations to gain a deep understanding of staff, finances, programs, committees, Board dynamics, and volunteer engagement.
- Initiate formal and informal introductions with members and key stakeholders through consistent communication and in-person meetings to build strong, lasting relationships.
- Build effective working relationships with municipal, county, military, and regional leaders, as well as business and corporate executives, economic development, community, and education partners through active listening and engagement.
- Define and clearly communicate the Chamber's value proposition by linking member investment to tangible outcomes, strengthening relevance, and supporting membership growth and retention.
- Evaluate existing programs and committee structures with the Board and staff to ensure continued relevance and alignment with member and regional needs.
- Leverage insights gained through listening and observation to begin to develop an actionable strategic plan.
- Become a visible and engaged leader in the Wichita community by actively participating in Chamber and non-Chamber events and serving as the face of the organization.
- Develop clearly defined and measurable outcomes for the Chamber that clearly communicate the organization's commitment to delivery of value to the business community.

The President & Chief Executive Officer position of the Wichita Regional Chamber of Commerce is an outstanding opportunity for a chamber of commerce, association, or perhaps private sector executive to lead an organization committed to the success of the rapidly growing community of Wichita and the surrounding region. The Chamber enjoys established connections, a growing and engaged community, a strong economy, and valued reputation as a strong

Position Profile President & Chief Executive Officer ~ Wichita Regional Chamber

advocate for business. The Chamber CEO is a highly visible leadership position and, as such, the new CEO will have considerable influence on the growth and development of the city in the years to come.

Wichita, Kansas

Wichita anchors the largest MSA in Kansas and serves as the commercial, cultural, and medical, and entertainment center for south-central Kansas. The Wichita MSA includes Sedgwick, Butler, Harvey, and Sumner Counties with a metro population approaching 700,000. As the largest metro in Kansas, Wichita offers the amenities of a major regional city including excellent healthcare, strong schools, collegiate and professional sports, a vibrant arts and theater scene, extensive parks and trails, and a growing downtown with distinctive dining, shopping, and entertainment districts while preserving the ease and affordability that are difficult to find elsewhere. Commutes are short, housing options are diverse and attractively priced, and the community has a welcoming family-friendly feel.

Economically, Wichita is widely recognized as the “Air Capital of the World,” with a longstanding aerospace and advanced manufacturing base anchored by companies such as Boeing, Textron Aviation, Bombardier, and Airbus operating in the region. Beyond aviation, Wichita is also home to Koch Industries, one of the largest privately held multinational companies in the United States, as well as Cargill Protein, with their North American headquarters in downtown Wichita. Supported by a collaborative, forward-looking business community, and a culture that values innovation and civic engagement, the region maintains strong sectors in healthcare, professional services, logistics, engineering, and entrepreneurship.

The region offers a highly attractive balance of professional opportunities and personal quality of life. Wichita’s appeal lies in its practicality and the upside of being a major regional city with a diversified economy, strong civic identity, affordable living, and an increasingly dynamic lifestyle offering. It is a place where professionals can build meaningful careers, families can enjoy a high standard of living, and organizations can attract talent by emphasizing both opportunity and quality of life.

More information on Wichita can be found on the following websites:

- City of Wichita: www.wichita.gov
- Sedgwick County: www.sedgwickcounty.org
- Visit Wichita: www.visitwichita.com
- Greater Wichita Partnership: www.greaterwichitapartnership.org

Contact

If you are aware of an executive who meets these requirements and would be interested in evaluating this dynamic opportunity, please email WRCC@waverly-partners.com or contact either consultant at WAVERLY PARTNERS, the executive search firm retained by the Chamber Board on this search and the “preferred provider” of executive search services of the Association of Chamber of Commerce Executives.

Heidi Milosovic, Managing Partner
WAVERLY PARTNERS | a Ward Howell company
O: 440.355.6629; M: 216.387.0832
E: HMilosovic@Waverly-Partners.com

Sara Cikalo, Partner
WAVERLY PARTNERS | a Ward Howell company
O: 440.933.0096; M: 440.821.4437
E: SCikalo@Waverly-Partners.com

The Wichita Regional Chamber of Commerce and WAVERLY PARTNERS firmly support the principle and philosophy of equal opportunity for all. All applicants will be considered for employment regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.

May 2026