Executive Director Impact Description 2026

ORGANIZATION AND POSITION OVERVIEW

Founded in 2001, Ascénto (formally HPGM) has spent the past 25 years building a stronger future for Latinos across Wisconsin through leadership development, educational investment, and meaningful community connections. Today, Ascénto serves as a catalyst for professional and educational achievement, connecting more than 6,300 members and collaborating with more than 100 employers and community organizations to expand opportunity across the state. Through leadership development, professional networking, educational investment, and strategic partnerships, Ascénto is creating pathways for Latino professionals, students, entrepreneurs, and leaders to achieve their highest potential while strengthening Wisconsin's workforce and economy. As the organization enters its next chapter, Ascénto is poised for continued growth, expanding its statewide impact, deepening its partnerships, and developing innovative opportunities that respond to the evolving needs of Wisconsin's Latino community. This is a pivotal moment for Ascénto as the organization builds on a strong foundation while embracing new opportunities to increase Latino influence, advance economic prosperity, address barriers to full economic participation, and shape a stronger future for Wisconsin's Latino community.

The new Executive Director is the key strategist and visionary leader who will identify endless possibilities for the organization. An inspirational leader, the Executive Director is responsible for expanding the impact of Ascénto by showcasing talented Hispanics throughout all stages of their career while providing our members with opportunities and tools to reach greater levels of success. This leader is also responsible for ensuring a healthy organizational culture and infrastructure while also demonstrating a vibrant presence in the broader community. The Executive Director will be forward focused and will lead Ascénto with values that are inherent within the mission of the organization. Reporting directly to the Board of Directors, the Executive Director will demonstrate strong analytical and problem-solving skills as well as build and maintain open, constructive, and positive working relationships with important business, community members and leaders.

To learn more about Ascénto, please visit: https://www.ascentowi.org/



PRIMARY DUTIES AND RESPONSIBILITIES

FUND DEVELOPMENT AND FINANCIAL PERFORMANCE

- Maintain the fiscal integrity of Ascénto to include submission to the Board of a proposed annual budget and monthly financial statements, which accurately reflect Ascénto's financial condition.
- Operate within the approved budget, ensure maximum resource utilization, and maintenance of the organization in a positive financial position.
- Oversee resource development and fundraising planning and implementation including identifying resource requirements and establishing strategies to approach funders.
- Possess an understanding of Milwaukee's donor community and maintain positive and consistent relationships with major individual donors, foundations, and corporations.
- Cultivate and steward an individual, major donor pipeline.

HUMAN RESOURCES, OPERATIONS and PROGRAMS

- Empower leaders from historically underrepresented communities.
- Serve as leader of all staff being actively involved in their professional growth and development to further Ascénto's mission and help create a strong leadership culture.
- Responsible for strategic planning to ensure that Ascénto can successfully fulfill its mission into the future.
- Oversee the implementation of services/programs provided by Ascénto including the high-level details and structures of educational institutions, corporations, and foundations.
- Understand the community's needs and Ascénto's role in meeting those needs, as well as key organizations locally that we partner with to meet community needs.

COMMUNITY AND PUBLIC RELATIONS

- Foster and promote good relations, successfully conduct interviews with the media and lead the overall marketing strategy for the organization.
- Understand and share Ascénto's culture and know how to accurately portray/showcase it to the public and key community stakeholders.
- Build relationships and maintain contact with Board of Directors, senior level staff, business and community leaders, and employees.
- Maintain an understanding of and contact with government officials, potential and current donors, community groups, media, and school officials, etc.

BOARD OF DIRECTORS AND GOVERNANCE

- Lead in a manner that supports and guides the Ascénto mission as defined by the organization's core values and its Board of Directors.
- Communicate and share documentation with the Board of Directors and provide, in a timely and accurate manner, all information necessary for the Board to function efficiently and to make informed, proactive decisions.
- Develop strategic policies for the organization and monitor their successful implementation.



ATTRIBUTES AND QUALIFICATIONS

- Unwavering support of being a resource for Latino talent, advancement, and excellence.
- Commitment to a Wisconsin where economic and social advancement is a reality for Latinos.
- Familiarity with the professional Latino landscape and business community in Southeastern Wisconsin, desirable.
- Ability and willingness to stay informed of the relevant legal landscape, in partnership with external specialists, to ensure the organization operates in accordance with applicable statutes and regulations.
- Proven ability to identify, develop and maintain meaningful relationships with internal and external key stakeholders.
- Ability to navigate and maintain key relationships in the community.
- Superior oral, written, presentation communication, and public relations skills – both in English and in Spanish.
- Five years of professional supervisory and management experience or equivalent experience.
- Thorough understanding of, and knowledge about, nonprofit organizations.
- Some travel is required.
- Bachelor's Degree or equivalent experience preferred.

COMMITMENTS FROM ASCÉNTO

Ascénto is an Equal Opportunity Employer and Service Provider. Our programs, services, and employment are available to all individuals on an equal basis regardless of race, color, religion, sex (including pregnancy), national origin, age, disability (including those with sight or hearing impairments), marital status, sexual orientation, gender identity, arrest or conviction record, the ability to speak English and any other category protected by federal or state law.

We are committed to cultivating a sense of belonging and community for our staff and for members. We are dedicated to empowering the lives and futures of Latinos in Wisconsin through leadership development, investment in educational excellence, and by convening and engaging the region's dynamic Hispanic professional community.

This position offers a high level of autonomy, a commitment to lifelong learning, support of a strong Board of Directors, and the benefit of serving as a representative ambassador in all aspects of the community.

The annual salary range for this leadership position begins at **$100K** and offers the following generous suite of benefits and awards:

- 120 hours of PTO (starting point)
- A combination of in office, offsite, and remote working
- IRA retirement program through which Ascénto contirbutes
- Individual Coverage Health Reimbursement Arrangement (ICHRA)
    - Ascénto contributes a monthly reimbursement through the ICHRA to help cover qualified health insurance premiums.
- Group disability insurance (ST & LT) for full-time employees
- Flexible, family friendly, mission-centered work environment

- The following paid holidays + 2 floating holidays:
  - Martin Luther King Jr.'s Birthday
  - Memorial Day
  - Juneteenth
  - Week of 4th of July
  - Labor Day
  - Thanksgiving Day
  - Day after Thanksgiving
  - Christmas Eve Day to New Year's Day

INSTRUCTIONS FOR APPLICANTS

For full consideration of this position, please email all items below, combined into one document, to ASCENTO@leadingtransitions.com, attention: Mindy Lubar Price, President & CEO, Leading Transitions LLC, 1345 N. Jefferson St., Suite 350, Milwaukee, WI 53202 by **5:00 p.m. CST on January 6, 2027**:

- A letter demonstrating your qualifications for the Executive Director position that includes your interest in the mission of Ascénto and a description of your salary parameters,
- A detailed and updated resume and,
- The names of, your relationship to, and contact information for three professional references.

Please note:

- References will not be contacted until a candidate has been notified.
- Employment offers are contingent upon clear results of thorough background and reference checks.
- All inquiries and interactions with potential candidates are kept in strict confidence.
- This position will remain open until it is filled.

Leading Transitions is committed to the vitality of mission-based, nonprofit, philanthropic, and community-centered efforts and organizations, and their leaders. The firm's inclusive practices provide the flexibility and creativity necessary to adapt to the intricacies and dynamics of any community. We believe that periods of change are transformational and bring great new opportunities.