

Lead with Purpose: Become the Next Chief Executive Officer of Workforce Solutions Capital Area

Workforce Solutions Capital Area (WFSCA) | Austin, TX

Job Type: Regular, Full-Time | **FLSA Status:** Exempt

Salary: Competitive (Commensurate with experience)

Apply by: [WorkInTexas.com](https://www.workintexas.com) (Job ID TBD) and email your résumé & cover letter to HR@wfscapitalarea.com

Learn more: wfscapitalarea.com/joinourteam

About Us

At Workforce Solutions Capital Area (WFSCA), we connect local people to local jobs by aligning education, training, and employment with the dynamic needs of our regional economy. We are a mission-driven nonprofit powered by a commitment to Diversity, Leadership, Collaboration, Innovation, and Accountability & Results. These core values drive everything we do and we're seeking a CEO who embodies them at every level.

The Opportunity

We are looking for a visionary and values-centered Chief Executive Officer to lead one of Texas' most respected workforce boards. As the sole employee of the Board of Directors, the CEO is the strategic architect of the region's public workforce system, overseeing a \$95M annual budget and guiding a staff of 30+ passionate professionals.

In this highly visible and political role, you will have the chance to lead boldly, collaborate deeply, and shape an inclusive and high-impact workforce future for Austin and Travis County.

Our Values in Action

- **Diversity:** You lead with intention to ensure our work and workforce reflect the diversity of our community, perspectives, and partners.
- **Leadership:** You are a servant leader who seeks to understand, nurtures growth, and mentors future changemakers with humility and clarity.
- **Collaboration:** You value deep partnerships, listen actively, and build coalitions for community success because we are strongest together.
- **Innovation:** You are not afraid to take chances and think differently. You learn, evolve, and act with integrity to move the region forward.

- **Accountability & Results:** You believe in outcomes over optics, lead with transparency, and take responsibility for impact and stewardship.

If this sounds like you, read on.

What You'll Do

- Champion and implement the Hire Local Plan, aligning strategic workforce investments with employer demand and community need.
- Serve as the primary liaison and trusted advisor to the Board of Directors, ensuring excellence in governance, compliance, and insight.
- Cultivate diverse, cross-sector partnerships with employers, education, nonprofits, economic development, and government.
- Drive operational excellence and financial oversight, including compliance with federal, state, and local workforce regulations.
- Provide planning, oversight, and evaluation to the Board's subcontractors and vendors.
- Represent WFSCA with the Texas Workforce Commission and upon request, with the Texas legislature.
- Represent WFSCA at all levels, locally, statewide, and nationally, to amplify regional talent strategies and attract new resources.
- Foster a high-performing, inclusive organizational culture that reflects our values in every program and partnership.
- Champion childcare initiatives by ensuring that access to quality, affordable care is viewed by the community as a vital pillar to regional workforce development strategy.
- Serve as a spokesperson for the organization by interacting with local appointed and elected officials.

What You Bring

- Bachelor's degree in business, public administration, or a related field required. Master's degree in related field preferred.
- At least 5 years of executive leadership experience in workforce development or a relevant sector.

- Strong knowledge of public workforce systems, compliance structures, and economic/workforce policy.
- Demonstrated ability to lead diverse teams, build consensus, and drive measurable outcomes.
- Skilled communicator, strategist, and relationship-builder, with the political acumen to navigate complex ecosystems.
- Must live in or be willing to relocate to Austin/Travis County.

Perks & Benefits

- **Medical Insurance** — Coverage starts the first of the month following your start date. Includes a premium-free HMO for employees, with optional employer subsidized buy-up coverage for spouses and dependents. PPO plans are also available.
- **Dental & Vision Insurance** — Premium-free for employees, with the option to add employer subsidized coverage for spouses and dependents.
- **Employer-Paid Life, Long-Term Disability, and AD&D Insurance** — Coverage available for employees and dependents.
- **401(k) Retirement Plan** — Includes a 4% Safe Harbor employer contribution.
- **Flexible Paid Time Off** — Includes vacation, sick time, and paid parental leave.
- **Annual Professional Development Budget** — Support for your ongoing growth and learning.
- **Employee Assistance Program (EAP)** — Confidential counseling and support services.
- **Flexible Spending Accounts (FSAs)** — For health care and dependent care expenses.

A Vision Bigger Than a Job

This is more than a leadership role, it's a movement for economic mobility. As CEO of Workforce Solutions Capital Area, you will shape the systems that shape people's futures.

Please submit both a resume and cover letter to HR@wfscapitalarea.com for consideration.