



POSITION PROFILE

Talent & Community Impact Director

Greater St. Cloud is hiring the connector who will carry Central Minnesota's talent strategy into its next decade.

Applications close October 15, 2026

Start date Mid-January 2027

Location St. Cloud, Minnesota



This region is moving. We need someone to help it move faster.

Greater St. Cloud sits at an unusual moment. Central Minnesota is adding employers, a medical school, an aviation program, and new manufacturing capacity faster than it is adding the people to staff them. Talent is no longer one program area among many; it is the constraint on nearly every growth story in our region.

To that end, we are not backfilling a job. Over the past year our team ran a formal succession and knowledge transfer process, and we used it to redesign the role from the ground up: what to preserve, what to hand off, what to stop, and what to build new. The result is the position described in these pages: a strategic connector with real authority to shape how GSC shows up across employers, education, workforce, housing, childcare, and civic systems.

You will inherit something rare: a fifteen-year bank of regional trust, and a structured five-month overlap with the outgoing director for a smooth transition. You will also inherit real white space; a Talent Concierge program to design, and more.

If you think in systems, move comfortably between a plant floor and a college president's office, and would like to build a repeatable model with an energizing calendar of events, we would like to hear from you.

NeTia Bauman, CEcD

President & CEO, Greater St. Cloud

NeTia Bauman



Greater St. Cloud
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WHO WE ARE

Greater St. Cloud

Founded in 2011, Greater St. Cloud is the investor-funded regional economic development organization serving Stearns, Benton, and Sherburne counties and the surrounding area. We advance the region's competitiveness through business attraction and retention, talent and workforce development, entrepreneurship support, regional marketing, and civic leadership. GSC operates from a position of trust across employer, education, government, and community systems, and moves the region forward through relationships, intelligence, and strategic initiative.

162

INVESTOR ORGANIZATIONS

310,048

TRI-COUNTY SERVICE AREA
POPULATION

2026–29

CURRENT STRATEGIC PLAN

OUR STRATEGIC PILLARS

01

Unified Regional Leadership

Strengthen the region's ability to speak, plan, and act together across sectors and jurisdictions.

02

Business at Every Stage

Expand and modernize support for businesses across the lifecycle, from startups to legacy firms.

03

Amplifying the Region's Return

Demonstrate compelling value to investors and partners through reporting and strategic engagement.

THE PLACE

An hour from Minneapolis, and at the center of something different.

The Greater St. Cloud region pairs metro-scale employers, multiple respected higher education institutions, and a growing medical and manufacturing base with a commute you can measure in minutes and a housing market that still makes sense. It is a place where a mid-career leader can have real regional influence, and still be home for dinner.



22 minutes

AVERAGE ONE-WAY COMMUTE

\$365,000

MEDIAN HOME PRICE
APRIL 2026

4

HIGHER ED INSTITUTIONS
SCSU • SCTCC • CSB/SJU

65 miles

TO MINNEAPOLIS-ST. PAUL

A deliberate redesign, not a replacement.

The outgoing director built this function over more than a decade, and highly relational. Ahead of her retirement in May 2027, GSC ran a facilitated knowledge transfer process to separate what must be preserved from what should be redesigned. Four decisions came out of it.

PRESERVE

Trust, transferred on purpose

Tier 1 employer, education, and civic relationships hand off through joint meetings and live debriefs.

BUILD

A documented Talent Concierge

Today it is informal and personal. You will design the service model, intake criteria, boundaries, and pilot metrics.

DECIDE

JobSpot's future

Day-to-day portal coordination moves to marketing. You will run the assessment and recommend where it goes next.

RELEASE

Legacy board seats and appearances

External commitments are re-evaluated against the strategic plan so the role stays strategic instead of sprawling.



GSC's strategic connector across the systems that decide whether talent stays.

The Talent & Community Impact Director works across regional employers, education, workforce, civic, housing, childcare, and community systems to attract, retain, and expand talent. The role builds trusted relationships, translates workforce intelligence into strategy, designs high-value convenings, and leads initiatives that improve talent competitiveness for the region and its employers.

SIX KEY ACCOUNTABILITIES

01 Cross-Sector Relationship Leadership

Serve as GSC's primary relationship-holder across employers, education, workforce, and civic partners; conduct regular business visits; represent GSC at CEO and board level.

02 Workforce Intelligence & Alignment

Gather formal and informal intelligence, identify patterns, and translate insight into GSC strategy, programming, and annual priority-setting.

03 Talent Attraction & Employer Support

Support employer talent needs, executive relocation, and family integration; build and operationalize the Talent Concierge program; Career Connector/Interns.

04 Convening & Community Leadership

Design and facilitate convenings that move partners toward action; the HR Affinity Group, DisruptHR, MYALP, EPIC, and 5 Under 40.

05 Strategic Initiatives & System Development

Launch the FAME USA chapter with SCTCC, define GSC's housing and childcare lane, complete the JobSpot assessment, and build repeatable playbooks.

06 Organizational Contribution

Support investor retention and recruitment, and align talent intelligence with business attraction, marketing, entrepreneurship, and downtown work.



What success looks like by December 2027

- Trusted relationships established and actively maintained across Tier 1 employer, education, and civic partners.
- Talent Concierge pilot designed, documented, and launched with 2–3 active engagements.
- JobSpot assessment completed with a clear recommendation and ownership plan.
 - GSC's role in housing and childcare defined with concrete engagement outcomes.
 - Lead/support Career Pathways programming.
 - MYALP, EPIC, HR Affinity Group, and DisruptHR operating with documented playbooks.
 - Career Connector programing and coordination across higher-education institutions, K12.

A STRUCTURED HANDOFF THROUGH MAY 2027

The outgoing director moves to part-time status in January 2027 specifically to support your onboarding. This is a deliberate investment in relationship continuity.

PHASE	TIMING	FOCUS
Shadow & Decode	Days 1–30	Led introductions to key stakeholders; business visit and HR Affinity shadowing; strategic orientation with the President & CEO.
Shared Ownership	Days 31–90	Co-lead business visits, employer conversations, and program planning with structured debriefs.
Lead With Support	Days 61–90	Own selected relationships and meetings; formalize the workforce intelligence loop and Concierge pilot design.
Design & Prioritize	Months 4–6	Finalize the Concierge model, complete the JobSpot assessment, advance Career Connector programming, and define the housing/childcare lane.
Execute & Evaluate	Months 7–12	Deliver pilot engagements, lead program rhythms, and complete the 12-month review.

Relationship-first credibility with strategic muscle.

NON-NEGOTIABLE

- Builds and sustains trusted relationships across business, education, government, and community sectors.
- Translates complex, multi-stakeholder input into clear priorities and action.
- Business acumen: understands how employers operate and experience talent as a constraint.
- Systems orientation: creates structure and repeatable processes in evolving environments.
- Sector translation across business, education, government, workforce, and community norms.
- Executive presence with CEOs, senior leaders, boards, and public partners.

STRONGLY PREFERRED

- Facilitation and convening leadership that produces outcomes, not just conversation.
- Entrepreneurial mindset: comfort with ambiguity, piloting, and iterating.
- Resourcefulness and resilience without requiring perfect clarity.
- Adaptability and intellectual curiosity across evolving demands.

EDUCATION & EXPERIENCE

- Bachelor's degree required; business, public administration, workforce development, or organizational leadership preferred.
- Demonstrated progressive experience in economic or workforce development, business relations, HR, or a related field.

COMPENSATION

\$85,000 – \$98,000

FULL-TIME, EXEMPT

BENEFITS SUMMARY:

- \$385 monthly healthcare stipend via QSERHA
- Cell phone & plan OR stipend
- Up to 3% retirement match
- 30 days PTO/Vacation annually
- 48 Hours Earned Sick & Safe Time
- 8 Paid Holidays
- Professional development
- Flexible schedule

WORK ENVIRONMENT

A lean, high-trust team based at StageWorks in downtown St. Cloud, with regular travel throughout Central Minnesota for business visits and community events. This position shares an office space, with flexible remote work options. Occasional evening and weekend commitments tied to GSC programming. The role operates with significant autonomy.

HOW TO APPLY

Tell us how you'd spend your first ninety days.

Submit a resume and a brief letter of interest to nbauman@greaterstcloud.com. Applications are reviewed on a rolling basis and close **OCTOBER 15, 2026**. A search committee of two board members, two investor representatives, and the CEO & President will lead candidate evaluation.

SEARCH TIMELINE

SEPT 15, 2026	Recruitment launches; position posted and promoted
OCT 15, 2026	Application period closes
OCT-NOV 2026	Candidate screening and interviews
NOV 2026	Final interviews and recommendation
DEC 2026	Selection and offer extended
JAN 2027	Onboarding begins; structured knowledge transfer through May

LEARN MORE

[Regional Progress Dashboard >](#)

[2026-2029 Strategic Plan >](#)

[Knowledge Hub >](#)

[Innovation Awards >](#)

[JobSpot Talent Portal >](#)

[St. Cloud Shines >](#)

QUESTIONS

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OUR INVESTORS - CORNERSTONE PARTNERS, VISIONARY PARTNERS & REGIONAL CHAMPIONS LEVELS



Talent & Community Impact Director

CLASSIFICATION	REPORTS TO	START DATE	TRANSITION
Full-time, exempt	CEO & President	Mid-January 2027	Through May 2027

ROLE PURPOSE

The Talent & Community Impact Director serves as GSC's strategic connector across regional employers, education, workforce, civic, housing, childcare, and community systems to attract, retain, and expand talent in the Greater St. Cloud region. This role builds and sustains trusted relationships, gathers and translates workforce intelligence, designs high-value convenings, and leads or contributes to strategic initiatives that improve talent competitiveness for the region and its employers. The ideal candidate thinks in systems, operates with executive presence, and is comfortable creating clarity in ambiguous environments.

1. CROSS-SECTOR RELATIONSHIP LEADERSHIP & ECOSYSTEM CONNECTIVITY

- Serve as a primary GSC relationship-holder and connector across employers, education, workforce, civic, and community partners.
- Conduct regular business visits and employer engagement to understand needs, surface intelligence, and identify opportunities for GSC support.
- Develop and steward relationships with HR leaders, higher education institutions (SCSU, SCTCC, CSB/SJU), workforce organizations, and civic partners.
- Represent GSC with credibility at CEO, senior leadership, board, and public stakeholder levels.

2. WORKFORCE INTELLIGENCE & STRATEGIC ALIGNMENT

- Gather formal and informal employer and partner intelligence; identify patterns; translate insights into GSC strategy, programming, and decisions.
- Monitor workforce trends: employer demand, housing and childcare barriers, education pipelines, sector shifts: and communicate findings to GSC leadership and investors.
- Apply a clear decision filter for GSC's role: when to lead, support, convene, or step back, in order to avoid duplication and maintain ecosystem credibility.
- Contribute to GSC's strategic plan alignment and annual priority-setting through field intelligence.

3. TALENT ATTRACTION, RETENTION & EMPLOYER SUPPORT

- Support employer talent needs including candidate connections, executive relocation support, and trailing spouse/family community integration.
- Build and operationalize GSC's Talent Concierge program: a high-touch, documented service model for senior-level talent attraction and retention engagements.
- Educate employers on talent attraction and employer-of-choice strategies.
- Advance Career Connector programming with higher education institutions and partners
- Coordinate with GSC marketing and community partners on regional talent campaigns, including St. Cloud Shines and related initiatives.

4. CONVENING & COMMUNITY LEADERSHIP

- Design and facilitate high-value convenings that build trust, surface insight, and move employers and partners toward action: including the HR Affinity Group, roundtables, and peer networks.
- Lead GSC's DisruptHR event, including annual event stewardship, sponsor management, and HR affinity alignment.
- Support MYALP (MN Young American Leaders Program), EPIC, and 5 Under 40 programming continuity and stakeholder engagement.
- Evaluate board, committee, and advisory roles against strategic plan relevance; maintain only high-value external engagement.

5. STRATEGIC INITIATIVES & SYSTEM DEVELOPMENT

- Lead and/or support regional Career Pathways programming in partnership with K12, higher education, and employers.
- Define and advance GSC's engagement role in housing and childcare as talent pipeline barriers — as advocate, connector, or convener: in coordination with external coalition partners.
- Complete a structured assessment of GSC's talent portal (JobSpot) including contract status, usage data, employer feedback, and a recommendation for future role and ownership.
- Build repeatable processes, playbooks, and decision frameworks to ensure programmatic continuity and scalability.

6. ORGANIZATIONAL CONTRIBUTION

- Contribute to investor retention and recruitment by communicating the value of GSC's talent work to current and prospective investors.
- Collaborate across GSC functions (business attraction, marketing, entrepreneurship, downtown) to align talent intelligence with broader organizational strategy.
- Participate in the GSC team culture with transparency, follow-through, and accountability.

WORK ENVIRONMENT

GSC is a lean, high-trust team operating in a dynamic regional environment. Work is primarily performed from GSC's downtown St. Cloud office (StageWorks, 113 5th Ave S), with regular travel throughout Central MN for business visits, stakeholder meetings, and community events. Occasional evening and weekend commitments tied to GSC programming. This role operates with significant autonomy and is expected to bring self-direction, judgment, and follow-through to its work.

QUALIFICATIONS — NON-NEGOTIABLE REQUIREMENTS

- Proven ability to build and sustain trusted relationships across business, education, government, and community sectors.
- Strategic thinking and prioritization: translates complex, multi-stakeholder input into clear priorities, recommendations, and action.
- Business acumen: understands how employers operate, make decisions, and experience talent as a business constraint.
- Systems orientation: creates structure, repeatable processes, and decision frameworks in evolving environments.
- Sector translation: fluent across business, education, government, workforce, and community systems with different languages and norms.
- Executive presence: represents GSC credibly with CEOs, senior leaders, boards, and public partners.

STRONGLY PREFERRED

- Facilitation and convening leadership: designs and leads meetings, roundtables, affinity groups, and stakeholder conversations that produce outcomes, not just conversation.
- Entrepreneurial mindset: comfort with ambiguity, piloting ideas, iterating, and staying aligned to strategy.
- Resourcefulness and resilience: moves work forward in a fluid environment without requiring perfect clarity.
- Adaptability and intellectual curiosity: learns quickly across evolving strategic and operational demands.

EDUCATION & EXPERIENCE

- Bachelor's degree required; degree in business, public administration, workforce development, organizational leadership, or related field preferred.
- Demonstrated progressive experience in economic development, workforce development, business relations, human resources, or a closely related field.
- Demonstrated experience with cross-sector collaboration and stakeholder management.
- Prior experience in program design, facilitation, or community convening is strongly preferred.

KEY PERFORMANCE INDICATORS

- Depth and quality of stakeholder relationships, as evidenced by qualitative feedback from employers, partners, and GSC investors.
- Talent Concierge program launch: service model documented, pilot engagements completed, outcomes tracked.
- Workforce intelligence: regular debrief and pattern-recognition inputs to GSC leadership and strategy.
- HR Affinity Group and DisruptHR: sustained engagement and employer-recognized value.
- Program continuity: MYALP, EPIC, and FAME chapter launch on schedule with documented processes.
- GSC engagement boundary discipline: clear role definition and avoidance of duplication or ecosystem overreach.
- Strict adherence to confidentiality and stakeholder trust standards.