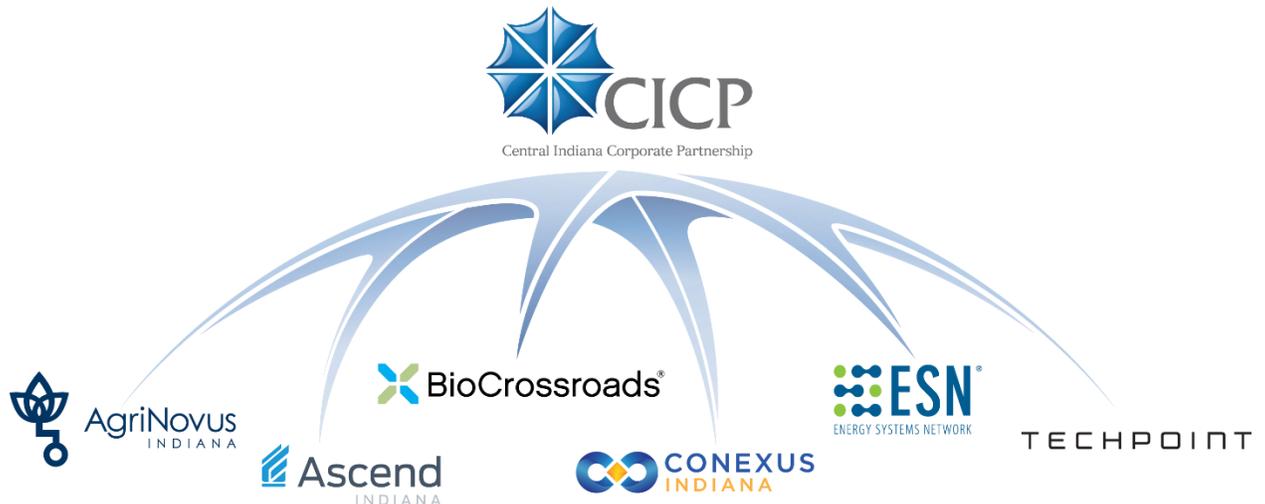


POSITION DESCRIPTION

FOR THE POSITION OF PRESIDENT AND CEO, TECHPOINT

TECHPOINT

(A branded sector initiative of the Central Indiana Corporate Partnership)



JANUARY 2022

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POSITION DESCRIPTION

POSITION	President & CEO
ORGANIZATION	TechPoint
REPORTS TO	Executive Committee of TechPoint's Board of Directors
LOCATION	Indianapolis, IN
WEBSITE	techpoint.org

OVERVIEW

TechPoint is the standing, branded initiative for technology innovation and advancement under the Central Indiana Corporate Partnership (CICP). Though based in Central Indiana, TechPoint's footprint is increasingly statewide as it extends its focus on the growth and development of Indiana's tech ecosystem. TechPoint was launched in 2003 as a trade association and has since played a primary role in building, energizing, and giving voice to Indiana's tech community. The team is focused on attracting talent, accelerating scale-up companies, activating the community, and amplifying stories of success.

The Indiana technology industry has grown to be one of the state's leading job creators adding one of every ten new jobs over the past decade and contributing \$51 billion annually to Indiana's GDP. More than 200 tech employers and educational providers around the state engage in TechPoint programs and events annually. These tech employers include software, hardware, IT services, and telecom, as well as tech-enabled companies in manufacturing, financial services, agriculture, health care, and life sciences.

TechPoint focuses on the following areas: Talent Development, Attracting and Growing Businesses, Thought Leadership, Research, and Promotion.

Talent Development

- ▼ Offering talent programs and resources for job placement and skill development
- ▼ Preparing people to join the tech workforce
- ▼ Keeping people in Indiana and stopping brain drain
- ▼ Operating the Xtern program

Business Attraction and Growth

- ▼ Serving as a connector: to talent, capital, media, peers, and incentives
- ▼ Networking and community building
- ▼ Attracting technology employers to Indiana
- ▼ Providing a community for startups and a place to convene



Thought Leadership, Research and Promotion

- ▼ Serving as ambassadors for tech in Indiana
- ▼ Running the Mira Awards program
- ▼ Collecting and disseminating data, research, and innovation information
- ▼ Acting as a thought leader on the future of tech in Indiana, particularly with respect to developing sub-specialties and industry-focused hubs.
- ▼ Offering marketing communications and promotions to support tech news and wins
- ▼ Serving as the go-to authority and actor for Indiana's tech sector for both the State of Indiana / IEDC and in collaboration with the other advanced industry sector branded initiatives of CICIP.

TechPoint is a stakeholder-driven, branded sector initiative of CICIP, an alliance of the CEOs of the region's major corporations, philanthropic foundations, and university presidents focused on regional prosperity and economic development strategy. In collaboration with the board of directors of CICIP, TechPoint's governance also includes an Executive Committee of seven members, selected from a volunteer [Advisory Board of Directors](#) (100 members) composed of tech sector industry executives and other key stakeholders.

History of TechPoint and Central Indiana Corporate Partnership (CICIP)

In 2000, CICIP released an ambitious blueprint for economic development in Central Indiana focusing on key industry clusters – life sciences, advanced manufacturing and logistics, and technology, with an overall focus on entrepreneurship to diversify Central Indiana's economy.

In the years that followed, CICIP launched six branded sector initiatives which generate awareness, investment, collaboration, and identifiable progress for the following industry sectors:

- ▼ 2003: **BioCrossroads** was formed to advance Indiana's life sciences.
- ▼ 2006: **TechPoint**¹ was integrated into CICIP as its official technology initiative.
- ▼ 2007: **Conexus Indiana** became CICIP's advanced manufacturing and logistics initiative.
- ▼ 2009: **Energy Systems Network**, which focuses on advanced energy technology and transportation, was formed.
- ▼ 2015: **AgriNovus Indiana**, with a concentration on the agbiosciences sector was formed.
- ▼ 2015: **Ascend Indiana** was formed to focus on talent and workforce development across all the CICIP sector initiatives and other industries.

TechPoint has played a pivotal role in talent attraction and pipeline development, most notably through the Xtern internship program, as well as tech venture capital formation and investment. Today, TechPoint attracts venture capital firms from across North America through its semiannual VC Speed Dating event which has brought 86 firms from 23 states to Indiana and facilitated over 1,200 meetings with more than 150 Indiana companies since 2015.

¹ In 2003, two IT industry organizations, the Indiana Software Association and the Indiana Information Technology Association merged to form TechPoint.

TechPoint released its Tech Workforce Report in 2014 and began launching signature talent programs, most notably the Xtern internship program, but also the Grid, Sales Bootcamp, Red Carpet experience, S.O.S. Challenge, and others. More than 12,000 individuals have applied to these programs and TechPoint has connected over 1,000 into jobs with Indiana tech employers. In 2018, TechPoint launched [TechPoint Index](#), a website resource with tech community news, profiles community events, a job board, and a company directory.

In 2019, TechPoint partnered with the Indiana Economic Development Corporation to help the state target and attract out-of-state tech employers looking to expand or relocate. Recently, in 2020, TechPoint outlined a DE&I action plan to boost the presence of underrepresented groups in Indiana's technology sector. TechPoint has a staff of 19 and an annual operating budget of \$5.25 million.

Mission

TechPoint's mission is to transform and grow Indiana's tech economy to create sustained opportunity and prosperity for its citizens. In 2021, TechPoint engaged consultants in an extensive, stakeholder driven strategic planning exercise to identify, clarify, and articulate the organization's value proposition and priorities. As a result, TechPoint has defined an impact goal of "230 by 2030": 230,000 Hoosiers in the tech workforce by 2030 (adding 45,000 over the next 8 years) with specific diversity goals for underrepresented populations. TechPoint's focus areas are in talent/workforce growth, startup/scale-up growth, and developing industry/technology specializations that will become economic assets.

POSITION SUMMARY

The TechPoint President and CEO is focused on the growth and development of Indiana's tech sector and enabling the development of emerging technical skills required in other sectors critical to Indiana's economy. This leader is responsible for TechPoint's programs, including managing its portfolio of programs focused on Indiana's tech industry growth and talent development; collaborating with the TechPoint's Board of Directors to envision and implement new strategic directions for the organization, and acting as the primary spokesperson/public advocate for Indiana's tech community. The TechPoint President and CEO also works closely, in a broad range of collaborative efforts, with the leadership team of the CICIP and the CEOs of the other branded strategic initiatives under the CICIP umbrella.

Reporting Relationship: The Central Indiana Corporate Partnership has delegated oversight of the TechPoint initiative to and the President and CEO of TechPoint to the TechPoint Board of Directors through its chair and executive committee. TechPoint's CEO is accountable to the CICIP Board of Directors through the CICIP CEO.

Key elements of the role include:

Attract and Develop Talent and Support the Growth of Indiana's Technology Industry.

- ▼ Ensure the success of signature talent programs as a critical component of tech industry growth
- ▼ Inform and align employer pathways to jobs and create awareness about job opportunities, with particular focus on the underrepresented population.
- ▼ Develop alliances and relationships with business, government, educational, and nonprofit leaders in the region and statewide.
- ▼ Serve as the “go-to” organization to inform public policy priorities critical to the tech sector.
- ▼ Attract, establish, and develop strategic partnerships with leading technology companies (Salesforce, Google, Microsoft, Amazon, etc.) to enable the development of talent within Indiana required for the Indiana workforce.
- ▼ Cultivate and solicit investors, sponsors, and other sources of funding from key corporate and philanthropic stakeholders to support TechPoint's operations and growth.
- ▼ Support the design and development of new initiatives to seize opportunities to grow Indiana's technology industry and reach its impact goals.

Strategy, Marketing and Communications

- ▼ Validate, communicate, and lead the execution of a strategic plan supporting the organization's goals in collaboration with the TechPoint's Board of Directors, CICP, and other stakeholders.
- ▼ Continue to refine the strategic plan as dictated by trends and developments within the industry.
- ▼ Maintain role of TechPoint as a tech and entrepreneurial thought leader for Indiana
- ▼ Enhance TechPoint's brand and message promoting tech opportunities for Indiana.
- ▼ Establish and maintain the image and identity for TechPoint as the principal tech sector authority and advancement organization in the state of Indiana.
- ▼ Act as a visible advocate for the technology and entrepreneurial communities by seeking and fulfilling publicity opportunities consistent with organizational goals and maintaining a visible presence within the technology industry and the broader business community.

Organizational Management

- ▼ Attract, recruit, and maintain a talented professional staff, promoting a culture of teamwork and achievement while motivating staff members to fulfill responsibilities.
- ▼ Develop and manage to budgets, policies, procedures, and measurement guidelines aligned with the TechPoint's strategic plan and the expectations of its Board of Directors.
- ▼ Proactively recommend actions to the Board on matters outside the strategic plan as relevant to TechPoint's mission of industry growth and strengthening the talent pipeline.
- ▼ Work as a constant collaborator with the leaders of the other CICP branded initiatives

REQUIRED QUALIFICATIONS AND EXPERIENCE

Given this mission for the President and CEO, the “Must Have” requirements for this role include:

- ▲ *Must have a proven track record within the technology sector where they demonstrated leadership of a startup or scale-up including revenue generation or raising capital.*
- ▲ *Must have demonstrated collaborative, relationship-building success in partnering with multiple key stakeholders (industry, government, university, philanthropy, etc.)*
- ▲ *Must have experience developing, motivating, and retaining a diverse group of professionals.*
- ▲ *Must demonstrate strategic thought leadership in technology or business development*
- ▲ *Must have direct experience in working both as part of an executive leadership team and with a board of directors*
- ▲ *Must have a passion for growing Indiana’s tech industry*

Other desired skills for this role include:

Excellent relationship builder and influencer

Given the multitude of stakeholders across industry, government, university and philanthropic institutions, this person needs excellent emotional intelligence, cultural awareness, inclusivity, and acceptance of diversity of all dimensions. Strong interpersonal skills and the ability to collaborate and participate effectively within CICP and with key external partners are required. Moreover, the President and CEO is a person of the highest integrity, credibility, and character who is a respected leader and proven manager who will have the confidence of the TechPoint’s Executive Committee, CICP, and current and future partners.

A strategic thinker with expert communications skills

To be successful, the President and CEO will need to be able to develop and implement high-quality, well thought out ideas and initiatives in a creative, responsible, and collaborative way. They will need to be an exceptional communicator with superb written and oral communication skills enabling them to convey the organization’s mission, programs, and results to diverse groups including government leaders, corporate executives, board members, and others who are critical to the organization’s overall success. This is a public-facing role with a requirement of being comfortable on camera, with media, or onstage at an event.

Strong organizational management capabilities

The President and CEO needs to make strategic decisions based on analysis and sound judgment. They should instill accountability across the organization starting at the top with the ability to design,



implement and direct multiple projects, set deadlines, and ensure program deliverables. Superior planning, organizational, and time management skills with attention to details is needed.

EDUCATION

- ▼ Bachelor's degree from an accredited college or university is required
- ▼ A Master's Degree or other advanced degree is preferred

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