

EXECUTIVE BRIEF

FOR THE POSITION OF

CHIEF EXECUTIVE OFFICER

TECHPOINT

MEDALLION
PARTNERS

Medallion Partners helps business executives and HR leaders solve their most difficult talent challenges.

Confidential@medallionpartnersinc.com

TECHPOINT

POSITION DESCRIPTION

Position	Chief Executive Officer
Organization	TechPoint Indiana
Location	Indianapolis, Indiana
Website	techpoint.org

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TECHPOINT INDIANA OVERVIEW

Founded in 2003 through the merger of two Indiana tech associations, TechPoint is the nonprofit, industry-led growth initiative driving Indiana's digital innovation economy and broader tech ecosystem. Since 2006, it has operated under the umbrella of Central Indiana Corporate Partnership (CICP), functioning as the strategic hub that connects public, private, academic, and philanthropic partners around talent, innovation, and community.

Based in Indianapolis, TechPoint's mission is to drive Indiana's digital economy through talent, innovation and community—expanding the tech talent pipeline, accelerating startup and enterprise growth, enhancing resource connectivity, and elevating the state's tech community through collaboration and storytelling.

Core Functions & Offerings

- **Talent Development & Workforce Strategy**

TechPoint designs and delivers a comprehensive suite of talent-pathway programs: from K–12 outreach to adult apprenticeships and career-switch training. Signature programs include Xtern (summer internships and work-based challenges) and adult apprenticeships.

Through this work, TechPoint helps employers and institutions align hiring needs with evolving market realities, build inclusive talent pipelines, and meet the growing demand for tech skills statewide.

- **Innovation, Entrepreneurship & Venture Support**

TechPoint serves as a catalyst for innovation and entrepreneurship across Indiana. Its offerings include venture-support services, connection platforms like Venture Connect, and the VCI Marketplace — a hub for exchanging venture-capital tax credits.

Additionally, TechPoint convenes networks for founders and technology leaders — including the Indiana CIO Network, Indiana CDO Network, Indiana Founders Network, and the Indiana AI Innovation Network — to foster peer learning, collaboration, and shared innovation across sectors.

- **Community Building & Recognition**

TechPoint amplifies success stories and strengthens community identity through landmark events and content platforms. The annual Mira Awards honors achievement and innovation within Indiana's tech ecosystem.

Their publication TechPoint Index — the state's leading source for tech and innovation news — serves as a forum for insights, trends, and voices shaping Indiana's digital economy.

Through member convenings, peer-group councils, and tailored engagement, TechPoint positions member organizations as leaders in a thriving tech ecosystem.



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- **Ecosystem Advocacy & Thought Leadership**

As a convener and advocate, TechPoint brings together stakeholders across sectors — from startups and Fortune-level enterprises to academic institutions and government — to guide the evolution of Indiana’s tech economy.

Their work includes producing data-driven reports, workforce studies, and market insights that help inform strategy for employers, investors, educators and policymakers.

Culture, Values & Organizational Character

TechPoint describes itself as a small — but “mighty” — team. Their leadership philosophy emphasizes trailblazing vision, energetic execution, collaborative engagement, and honesty.

As a mission-driven organization, TechPoint operates with urgency and care — aiming not only to build a tech workforce, but to shape long-term economic opportunity, inclusion, and sustainable growth across Indiana.

Why TechPoint Matters

- It’s the linchpin institution for Indiana’s tech-ecosystem growth — connecting talent supply, business demand, innovation infrastructure, and capital.
- Its work enables companies (from startups to large enterprises) to tap into a scalable, inclusive, and future-ready tech workforce.
- By convening leaders and shaping narrative, TechPoint builds regional competitiveness, attracting investment and positioning Indiana as a serious contender in the national digital economy.
- As talent scarcity and rapid technological change intensify (especially in areas like AI), TechPoint’s role — aligning workforce development with employer needs — becomes increasingly strategic and mission-critical.

Explore more:

- [Latest News](#)
- [2030 Strategic Plan](#)
- [Economic Overview](#)
- [TechPoint Staff](#)
- [TechPoint Board](#)

CENTRAL INDIANA CORPORATE PARTNERSHIP (CICP)



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The [Central Indiana Corporate Partnership](#) (CICP) is a unique civic and economic engine committed to transforming Indiana's economy through strategic collaboration across the state's most critical sectors. Founded in 1999, CICP unites the chief executives of Indiana's leading corporations, universities, and philanthropic organizations to foster innovation, investment, and long-term prosperity.

From its inception, CICP has operated with a clear mandate: to harness Indiana's distinctive strengths and position the state for sustained economic leadership. That vision began with a comprehensive economic development blueprint in 2001, produced in partnership with the Battelle Memorial Institute. This foundational study identified key industry clusters—life sciences, advanced manufacturing and logistics, and technology—as levers for future growth, all underpinned by a strong entrepreneurial ecosystem.

To advance this mission, CICP established five targeted branded initiatives—each designed to accelerate progress in a high-potential industry or talent domain:

- [AgriNovus Indiana](#) – advancing the agbioscience economy
- [Ascend Indiana](#) – building Indiana's talent and workforce pipeline
- [BioCrossroads](#) – growing the life sciences sector
- [Conexus Indiana](#) – leading in advanced manufacturing and logistics
- [TechPoint](#) – scaling Indiana's tech and innovation economy

Each initiative operates as an industry-specific catalyst, aligning cross-sector partnerships, launching impactful programs, and driving measurable outcomes.

CICP's alliance building work is driven by state, federal and industry funds. Supported by the CICP Foundation and anchored by philanthropic investment from grantors like Lilly Endowment Inc., CICP's work also spans charitable, educational, and scientific activities that advance its core mission:

To transform Indiana's economy and create sustainable prosperity and quality of life for current and future generations.

CICP continues to serve as a vital connector—where ideas meet action, and collaboration meets impact.



INDIANA DIGITAL INNOVATION ECONOMY OVERVIEW

IN Digital Innovation Economy

\$53B

Economic Activities

\$18B+

2024 Tech Capex

124K

Tech Workers

13th

US Net Tech Jobs Added

\$549M

2024 Tech Deal Value

139

2024 Tech Venture Deals

\$10B

Tech M&A Value

20+

Tech VC Firms

10K+

Tech Firms

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CHIEF EXECUTIVE OFFICER POSITION OVERVIEW

The TechPoint President and CEO (CEO) champions Indiana's next era of tech-sector growth—setting a bold vision for accelerating innovation, scaling companies, and expanding the state's digital economy. This leader devotes full-time focus to mobilizing the relationships, capital, talent, and strategic initiatives required to elevate Indiana as a nationally competitive tech hub. While ensuring the organization's effectiveness and financial health, the CEO drives the priorities established by the Board of Directors and Executive Committee, advancing a statewide mission: to make Indiana a place where tech talent thrives, companies grow, and innovation takes root at scale.

At its most basic level, the principal responsibilities of the CEO are:

- Responsible for overseeing and actively participating in the work of the entire TechPoint initiative and its professional team.
- Responsible for managing and frequently initiating and securing sufficient funding for the organization's portfolio of programs and initiatives.
- Collaborating with the TechPoint Executive Committee and Board of Directors to envision and implement new strategic directions and projects and to seize opportunities for continued growth for the organization.
- Serving as the focal point and principal spokesperson for carrying out the organization's unique position as the "go-to" principal authority, voice and public advocate for Indiana's tech economy, including maintaining effective, constant and productive relationships with pertinent state governmental, industry, academic and other external stakeholders.
- Coordinating and collaborating with the CEO of CICP, President and CFO of CICP, and the leaders of the other branded strategic initiatives (AgriNovus, Ascend Indiana, BioCrossroads, and Conexus) under the CICP umbrella.

LEADERSHIP PRIORITIES

In order to continue to advance TechPoint's mission, the leadership skills and experiences prioritized for the next CEO include:

1. **Leadership, strategy & vision** – for both the organization and its future programming
2. **Fundraising** – able to cultivate and secure important sources of funding from diverse channels
3. **Relationship building and engagement.** Developing partnerships
4. Serve as the primary Indiana **digital innovation authority** – (serve in a role such that TechPoint maintains its position as the leading authority)



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5. **Coordinate closely** with the Board of Directors, Executive Committee and CICP executive leadership and other initiatives
6. **Program administration** and **support of the team**. The CEO will have to “WORK” and contribute to the programmatic deliverables of the organization. S/he will serve as mentor to the team and determine how best to allocate responsibilities and grow individual team members.
7. **Management** – team, budgets, HR, technology, office

CANDIDATE PROFILE

Desired Executional Attributes

- **Indiana Ecosystem Connectivity** — Influence and connectivity across Indiana’s economic, civic, and technology ecosystems; understands regional nuances; leverages relationships to accelerate statewide initiatives.
- **Stakeholder Engagement & Coalition Building** — Convened diverse sectors (corporate, startup, VC, academia, government) into aligned action; turns relationships into momentum and outcomes.
- **Growth & Monetization Strategy** — Created new revenue or sponsorship streams; positions mission-oriented organizations as value generators; secures corporate, philanthropic, and investment support with sustainable outcomes.
- **Talent & Organizational Leadership** — Led teams through change or scale-up; clarifies roles; rebuilds morale; cultivates high-trust environments; aligns leaders with strategy; separates structural issues from people issues.
- **Programmatic Impact & Accountability** — Launched and grown programs tied to measurable outcomes; uses data to drive decisions and make hard calls; shifts organizations from vanity metrics to operating rhythms rooted in impact.
- **Brand Advocacy & Visibility** — Serves as the external face of an organization or ecosystem; comfortable on stage and with media; attracts advocates and attention to movements at local or state levels.

Desired Leadership & Cultural Fit Attributes

- **Strategic Leadership** - Proven ability to set and drive a strategy that creates alignment and momentum. Builds bold, unifying visions that galvanize diverse constituencies—then delivers through disciplined execution. Inspires with clarity, not rhetoric, and has a track record of advancing organizations or ecosystems.



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- **Commercial Tech Fluency** — Brings experience in tech or tech-enabled businesses; fluent in AI, SaaS, platforms, and market shifts; makes decisions at the intersection of technology, strategy, and market relevance.
- **Drive & Grit** — Thrives in scrappy, resource-constrained environments; adapts quickly; takes calculated risks; builds from scratch or strengthens what exists.
- **Inclusive, Non-Polarizing Presence** — Builds bridges across conflicting agendas; trusted by leaders across sectors; maintains credibility while staying above factional divides.
- **Executive Communication** - Communicates with credibility, clarity, and empathy across every level—from founders to enterprise CEOs to internal team members. Equally skilled at public messaging and internal alignment. Comfortable on a stage speaking to diverse audiences.
- **Cultural Stewardship** — Shapes culture through action; defines and reinforces values; serves as a cultural barometer and beacon inside organizations.

LEADERSHIP STRUCTURE

The TechPoint CEO serves on and reports directly to the TechPoint Board of Directors through the Board's chair and its Executive Committee, on which the CEO also sits as a voting member. The CEO is also accountable to the CICP Board of Directors through the CICP CEO and CICP President and CFO. The CICP President and CFO is also a standing member of the TechPoint Executive Committee. CICP's CEO is a standing member of Techpoint board. *(Note: CICP's board of directors has designated authority to the branded initiative boards and executive committees for budget oversight and approval as well as performance assessment and compensation setting for the CEOs.)*

Board of Directors – <https://techpoint.org/tpboard/>

TechPoint Team ([see team](#))

- Ben Wachtel, Digital Marketing Specialist
- Casey Osterkamp, SVP & Chief Operating Officer
- Chelsea Linder, Vice President – Innovation & Entrepreneurship
- Chris Hutchinson, Director of Engagement
- Emily Kitterman, Director, Careers in Tech
- Ginger Lippert, Vice President – Marketing & Engagement
- Hannah Milner, Operations Manager
- Kristen Elfering, Senior Director of Talent Program Operations
- Lara Beck, Media Relations
- Mary Dougherty, Innovation Program Manager



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- Mikela Earley, Director of Events
- Roger Shuman, Senior Director, Innovation, Entrepreneurship & Engagement
- Sally Reasoner, Vice President – Talent Strategy
- Samantha Ginther, Senior Director & Fund Principal
- Taylor Dooley, Talent Program Senior Manager



TECHPOINT

STATEWIDE IMPACT AND MISSION

TechPoint's work reaches every corner of Indiana, advancing its mission to grow the state's digital innovation economy and strengthen the competitiveness of its tech workforce. The organization is intentionally statewide in its design—serving startups, scaleups, enterprise technology teams, academic institutions, venture partners, and civic leaders across all regions. By convening stakeholders from industry, education, government, and the innovation community, TechPoint acts as the central platform accelerating talent development, entrepreneurial momentum, and statewide tech-driven growth for Indiana's future.

HEADQUARTERS AT 16 TECH, INDIANAPOLIS

TechPoint is headquartered at [16 Tech Innovation District](#) in downtown Indianapolis—a dynamic, 50-acre hub for entrepreneurs, researchers, and industry leaders. Located in one of the city's fastest-growing innovation corridors, 16 Tech offers proximity to top universities, startups, and civic institutions. The location reinforces TechPoint's role at the intersection of science, technology, and economic development.

Indianapolis boasts a diverse and evolving economy centered on advanced manufacturing, life sciences, technology, logistics, finance, and professional services. It is home to several Fortune 500 companies, regional headquarters, and thriving startup ecosystems. The city's robust infrastructure, affordability, and strategic location make it an attractive destination for talent and investment.

With its combination of economic opportunity, cultural vibrancy, affordable cost of living, and strong sense of community, Indianapolis offers an ideal home for professionals, families, and students seeking both career growth and quality of life in the capital of Indiana.

