



St. Tammany Economic Development Corporation

Chief Executive Officer (CEO) Job Description

About St. Tammany EDC

The St. Tammany Parish Development District (doing business as St. Tammany Economic Development Corporation) serves as the parish's lead economic development organization, offering a wide range of services including business retention, site selection, workforce development, and incentive support. Located less than an hour north of New Orleans on the north shore of Lake Pontchartrain, St. Tammany Parish is home to over 275,000 residents and a labor force of more than 120,000. Its strategic location at the crossroads of I-10, I-12, and I-59, along with a highly educated and skilled workforce, supports thriving industry sectors such as transportation and logistics, professional services, healthcare, and education.

With an annual budget of \$2.6 million and a staff of eleven, St. Tammany EDC has driven over \$291.9 million in capital investment and supported 2,299 new and retained jobs since its 2018 launch. St. Tammany EDC earned the designation of Accredited Economic Development Organization (AEDO) by the International Economic Development Council in January 2024. Since 2018, the organization has received over 20 professional industry awards, including recognition from the International Economic Development Council, Southern Economic Development Council, Business Facilities, and Southern Business & Development.

Position Overview

St. Tammany EDC is seeking a dynamic, high-energy executive who will serve as the chief advocate for economic development across St. Tammany Parish. This leader will work collaboratively with public and private stakeholders to realize a bold vision for inclusive, sustainable growth that strengthens the local economy, fosters opportunity, and enhances quality of life for all residents.

The CEO is responsible for the organization's overall leadership, strategic direction, and operations. This includes managing staff, overseeing financial and programmatic performance, and representing the organization with credibility and purpose to the business community, government officials, media, and the public.

By working closely with stakeholders, businesses, developers, and regional and state partners, the CEO will drive the implementation of a competitive economic development strategy that elevates St. Tammany's position as a top-tier destination for business, talent, and investment. The successful candidate will bring a demonstrated track record of community engagement, stakeholder collaboration, and results-driven leadership in complex, multi-jurisdictional environments.

Ideal candidates will have a strong combination of team leadership, stakeholder engagement, fundraising, and technical economic development experience, including business retention and expansion, industry recruitment, entrepreneurship, small business and workforce development, real estate strategy, and economic research and analysis. Additional expertise in financial modeling, business plans, lending, and credit and risk assessment is highly desirable. This leader must also be a confident communicator, strategic thinker, and trusted partner with the ability to navigate complex policy environments and guide impactful initiatives from concept to execution.

Key responsibilities include, but are not limited to, the following:

Strategic Leadership & Organizational Management

- Provide visionary leadership to guide the organization's mission, strategy, and long-term impact.
- Lead the implementation of the organization's strategic plan, translating high-level goals into actionable initiatives.
- Manage all aspects of internal operations, including financial oversight, budget development, and performance reporting.
- Recruit, develop, and retain a high-performing team that embraces innovation, accountability, and service to the community.
- Serve as the primary liaison to the Board of Commissioners, ensuring strong governance, proactive communication, and strategic alignment.

Economic & Business Development

- Drive efforts to attract, retain, and expand businesses across the parish, supporting job creation and industry growth.
- Promote entrepreneurship, innovation, and small business development, with a focus on long-term economic diversification.
- Guide site development strategies, including financial modeling, real estate due diligence, and public-private partnerships.
- Identify emerging opportunities to expand St. Tammany's economic base and strengthen key industry sectors.
- Monitor and influence local, state, and federal policies that impact business climate and regional competitiveness.

Stakeholder Engagement & Regional Collaboration

- Build and sustain trusted relationships with elected officials, business leaders, developers, and community partners.
- Serve as the organization's lead spokesperson in media, public forums, and high-level stakeholder engagements.
- Lead efforts to strengthen regional collaboration with partners across the Northshore, Greater New Orleans, and southeast Louisiana.
- Foster partnerships with educational institutions, healthcare systems, industry associations, and nonprofit organizations to support talent development and innovation.

Marketing, Branding & External Affairs

- Oversee the development and execution of marketing and branding strategies that position St. Tammany as a destination for business and investment.
- Promote the organization's mission, progress, and impact through clear, compelling external communications.
- Lead public relations and media engagement efforts to elevate the parish's profile locally, regionally, and nationally.
- Secure diverse funding sources, including private investment, philanthropic support, and grants to expand programmatic capacity.

Qualifications

- Bachelor's degree required; master's degree and professional certifications (e.g., CEcD) preferred.
- Minimum of seven to ten years of responsible senior leadership experience, ideally in a complex, multi-stakeholder organization with a track record of strategic execution and meaningful impact.
- Deep understanding of economic, community, and business development, with strong project management skills and the ability to lead strategic planning and implementation efforts.
- Politically savvy, emotionally intelligent, and grounded in authenticity, with a strong ethical compass and the ability to navigate diverse viewpoints and high-stakes conversations.
- Proven ability to build, lead, and empower high-performing teams; skilled in coaching, talent development, and fostering collaborative, mission-driven culture.
- Superior communication and interpersonal skills, with the ability to build consensus, sustain partnerships, and represent the organization effectively with stakeholders, media, and the public.
- Experience cultivating and managing board relationships, with a clear understanding of governance, transparency, and the role of policy vs. administration.
- Strong public presence, including experience with public speaking, media relations, and external engagement.
- Demonstrated success working with business, healthcare, education, and industry leaders to drive results and build public-private partnerships.
- Familiarity with the Gulf South and/or Southeast Louisiana is strongly preferred.

Compensation & Benefits

Total compensation will be commensurate with experience, with a comprehensive benefits package included.

Application Process

This position will remain open until filled. Applicants must submit their resume and cover letter to the CEO Search Committee at STEDC-Resumes@hardycarey.com.

Additional Information

St. Tammany EDC is an equal opportunity employer. It does not discriminate against employees or applicants for employment on any legally recognized basis or any protected class under federal, state, or local law.