



POSITION OPENING

# CHIEF EXECUTIVE OFFICER

**FREMONT CHAMBER OF COMMERCE, CALIFORNIA**

**ANNUAL SALARY: UP TO \$130K TO \$150K + BONUS + BENEFITS  
(DOE/DOQ)**

***Lead the Future of Business in Fremont.*** The Fremont Chamber of Commerce—one of the Bay Area's largest—is seeking a visionary, community-driven CEO to lead a bold new era of strategic growth, innovation, and economic impact.

As a key connector to Silicon Valley, Fremont is a dynamic hub for tech, clean energy, advanced manufacturing, biotech, and small business—and the Chamber will play a central role in shaping its future. This is a unique opportunity to redefine the Chamber as a trusted voice, problem solver, and convener. The next CEO will lead this transformation by:

- Crafting a clear strategic plan aligned with business needs and measurable outcomes.
- Encourage membership engagement through relevant programming, modern services, and meaningful benefits.
- Strengthening partnerships, advocacy, and visibility at local, regional, and state levels.

The ideal candidate is an innovative and collaborative hands on leader with nonprofit management experience, a talent for building relationships, and a passion for problem-solving. You're a strategic thinker with the courage to explore new ideas—and the drive to turn them into action.

 **18,885**  
Businesses  
in Operation



**2.4%**

UNEmployment  
Rate

**\$162,336**

 Median  
Household  
Income



Population of  
**230,504**

# THE CHAMBER OF COMMERCE / FREMONT THE CITY

**#1 CITY TO RAISE A FAMILY IN U.S.**

**#1 HAPPIEST CITY IN U.S.**

**#6 MOST CARING CITY IN U.S.** *Ranked by WalletHub*

As the fourth largest city in the San Francisco Bay Area, Fremont's Silicon Valley location is the ideal place to call home or start your business. But what makes Fremont so ideal? It's our diverse community mixed with the unique combination of being an incredible place to live, work, and play.

Fremont is conveniently located with easy access to many transportation options to take residents across the Bay Area and beyond from Interstates 680 and 880; to rail transport lines, including Altamont Commuter Express (ACE), Amtrak Capitol Corridor, and the Bay Area Rapid Transit (BART) system; to airports and ports including San Jose Airport, Oakland Airport, San Francisco Airport, and the Port of Oakland.

Fremont is home to a broad variety of innovative companies including over 1,200 high tech, life science, and clean technology firms. In fact, with over 900 advanced manufacturing companies in Fremont, 35% of jobs are related to manufacturing. Fremont is also home to 500 eateries/restaurants and over 3,600 small businesses.

Fremont's broad range of quality, affordable commercial real estate as well as its access to an educated, talented workforce make it an attractive home for any industry, including household names such as Seagate, Tesla, and Meta.





# THE JOB

The CEO of the Fremont Chamber of Commerce is the chief advocate, strategist, and administrator—responsible for advancing the Chamber's mission, driving economic vitality, and ensuring long-term organizational success.

## **Key responsibilities include:**

- Develop a strategic plan to grow and retain membership.
- Cultivate additional benefits and programs to add value to Chamber membership.
- Promote Fremont's brand and business community at local, regional, and state levels.
- Represent the Chamber in business, civic, and political settings as a trusted voice and connector, as well as serve on local commissions where appropriate such as the City's Economic Development Advisory Commission.
- Foster relationships with members, City of Fremont officials, staff, and stakeholders to build strong alliances and drive impact.
- Be the voice of Chamber membership in government affairs to build a strong business environment.
- Have the ability to plan, organize and execute events with both high level and hands-on management. Create both high impact community and Chamber events that provide benefit to members and serve to build a robust community.
- Actively seek and develop diversified revenue streams through partnerships and sponsorship to ensure continued growth and fiscal health.
- Collaborate with the Board to implement a strategic growth plan that is in alignment with the Chamber's mission and goals.
- Manage staff, budgets, and general operations.

This is a high-impact leadership role for a results-driven, collaborative leader who can turn bold ideas into action and strengthen Fremont's business future.

# THE IDEAL CANDIDATE

**The next CEO of the Fremont Chamber of Commerce** will be a hands on leader with a deep commitment to helping the business community succeed and grow. This is a role for someone who can drive meaningful change, and can build trust through action and accountability.

## *The Ideal candidate will also have...*

- A passion for collective business and economic success.
- Transparency, integrity, and accountability in leading a trusted, effective organization.
- An approachable and inclusive leadership style—open to ideas, concerns, and collaboration.
- A track record of clear, authentic, and empathetic communication.
- Strong experience in financial and organizational management, including budgeting.
- A proactive, change-oriented mindset grounded in a hands on leader philosophy.
- The ability to positively impact both the business environment and the broader community's quality of life.



## MINIMUM QUALIFICATIONS

### EDUCATION

Bachelor's degree or equivalent experience in business, public administration, nonprofit leadership, or related field.

### EXPERIENCE

Leading economic development initiatives or agencies.

Budget and financial management

Crafting, implementing, and measuring success of membership and fundraising.

Legislative advocacy, public/private funding, and economic planning.

Operating in, managing a start-up, or rebuilding an organization.

Solving complex problems with creativity, tenacity, and community input.



## SALARY & BENEFITS

Salary is negotiable up to \$150K annually, plus a possible benefits and bonus package, depending on background and experience related to your ability to accomplish defined goals, and competency regarding entrepreneurial fund development and fundraising, economic development, and community engagement.

## HOW TO APPLY

For first consideration, apply by July 31, 2025 to [cbonior@fremontbusiness.com](mailto:cbonior@fremontbusiness.com)

Please contact Cindy Bonior with any questions:

408-921-8484 cell

The Fremont Chamber of Commerce will be a model Chamber, nationally and regionally acclaimed. We will be recognized by our effectiveness as a lobbyist for business, achieving a positive business and regulatory climate; in delivering quality services and programs which are innovative and responsive to member needs, as a leader in the community and an "incubator" for leadership development; as a primary catalyst for business development; as a valued partner in economic development; and, we will maximize the use of technology to enhance our effectiveness. Our opinion will be sought; our membership will be a valued product, and we will maintain our level of excellence by fostering Pride of Ownership and Involvement in the organization.