



JOEY MOORE

Managing Consultant | Public Sector & Nonprofit Strategy |
Executive Recruitment | Community Leadership



Strategic consultant, public-sector advisor, and community leader with deep experience in executive recruitment, organizational strategy, equity-centered strategic planning, and multi-stakeholder coalition building. Proven record of strengthening systems, managing complex client portfolios, guiding nonprofits through growth and leadership transitions, and developing frameworks that elevate accountability, transparency, and community voice. Elected leader and coalition builder with a strong grounding in youth development, civic engagement, and local government.

EXPERIENCE

JUNE 2018 – PRESENT

MANAGING CONSULTANT, CARMONA STRATEGIC SOLUTIONS – BERWYN, IL

- Lead strategy, recruitment, and organizational development projects for statewide agencies, community-based organizations, and multi-million-dollar nonprofits.
- Co-lead for the Bridge to Belonging (BTB) Coalition, a multi-organization effort (Onward Neighborhood House, Latino Progresando, ACLU-IL, etc.) to build a statewide community-centered advocacy and arts-driven narrative framework.
- Designed multi-year strategic plans for nonprofits including leadership pipelines, staff development systems, financial sustainability scenarios, program evaluation tools, and stakeholder engagement strategies.
- Co-led executive search processes for organizations such as El Valor (CFO), Corazón Community Services (Executive Director), and Onward Neighborhood House (Director of HR). Responsibilities include candidate vetting, leadership competency development, salary benchmarking, and CEO/board advisory.
- Directed statewide diversity outreach and compliance operations for the \$10B Illinois Capital Development Board, strengthening equity, contractor engagement, and transparency. Helping minority, women, and veteran-owned businesses receive about \$16M in state construction contracts from 2019-2024.
- Built procurement and diversity data-collection systems for local and county government to increase access for diverse vendors.
- Designed performance management frameworks (KPIs, OKRs, values-based behaviors) to improve team alignment and accountability.
- Provide board advisory, leadership coaching, and operational restructuring support for organizations managing transitions or scaling programs.

APRIL 2025 – PRESENT

ADDISON TOWNSHIP ELECTED TRUSTEE, ADDISON TOWNSHIP - DUPAGE COUNTY

- Contribute to township governance, budgeting, community services, and local policymaking.
- Advocate for transparency, public trust, economic stability, and mental health as core pillars of local government.

- Lead community engagement efforts and youth-centered civic participation initiatives.

JANUARY 2011 – PRESENT

FIGURE SKATING INSTRUCTOR, FRANKLIN PARK ICE ARENA

- Independently coached classes of 10-20 students between the ages of 3-18+ how to skate and improve on skills
- Effectively corresponded with athletes' parents on the student's development and suggest strategies for growth
- Responsible for coordinating and developing lesson plans

EDUCATION

DECEMBER 2017

BACHELOR OF ARTS IN PUBLIC RELATIONS AND ADVERTISING, DEPAUL UNIVERSITY

Major GPA: 3.6/4.0

SKILLS

- **STRATEGIC & ORGANIZATIONAL DEVELOPMENT:** strategic planning, KPIs & OKRs, equity frameworks, stakeholder mapping, coalition building
- **RECRUITMENT & TALENT:** Executive search, leadership competency development, salary benchmarking, performance evaluation
- **PUBLIC SECTOR & COMMUNITY WORK** Local government policy, youth civic engagement, community-centered program design
- **DIGITAL & COMMUNICATIONS:** Social media strategy, Canva, Adobe Suite, WordPress, public speaking, narrative development
- **DATA & ANALYSIS:** Tableau, SurveyMonkey, Qualtrics, Google Survey
- **PLATFORMS:** Microsoft 365, Zoom, Teams, WebEx, LinkedIn Recruiter, Indeed

LEADERSHIP ROLES

2024 - PRESENT

CHAIR OF ADDISON TOWNSHIP YOUNG DEMS (ATYD)

- Founder and chair of one of the most active township-level young democrats organizations in DuPage County.
- Lead event design, voter engagement strategy, youth leadership development, and community economics initiatives.
- Organized "rebuild & rise" and other major civic programs focused on belonging, small business resilience, and youth empowerment.

2025 - PRESENT

SECRETARY OF YOUNG DEMS OF ILLINOIS (YDI)

- Elected statewide officer responsible for communication systems, chapter coordination, and organizational infrastructure.

- Strengthen statewide youth political engagement and leadership pathways from local to state levels.

2025-PRESENT

CAMPAIGN & ELECTIONS COORDINATOR – ILLINOIS YMCA YOUTH & GOVERNMENT

- Volunteer coordinator supporting high school freshman and sophomore candidates as they run for mock statewide office.
- Teach youth leadership, campaign structure, messaging, and values-based public service.