

Chief Executive Officer, Jewish Family Services

Vancouver, British Columbia, Canada · Jewish Family Services

Description



Overview

Jewish Family Services (JFS) in Vancouver, British Columbia is seeking a proven and transformational CEO who is capable of leveraging the inherent strengths of this long-standing, well-respected, financially sound organization to build a “best in class” social service organization. The successful candidate will be a natural leader who is passionate about stewarding this Jewish agency according to strong Jewish values for the benefit of all stakeholders and clients of all faiths and backgrounds.

The CEO’s vision for JFS will be informed by a solid awareness of trends and best practices in contemporary social service delivery. The Agency’s accomplished and engaged Board is searching for a leader that will enhance JFS’ brand equity in the Jewish and broader communities by:

- Developing a long term vision and strategic plan for the Agency in consultation with the Board, community leaders, Jewish Federation of Greater Vancouver (JFS’ largest source of funding) and others as appropriate.
- Ensuring continued service delivery excellence.
- Maintaining, enhancing and cultivating key donor / funder relationships.
- Expanding revenue streams through innovative programs, events and initiatives that are consistent with JFS’s mission.
- Enhancing operational and administrative capabilities through development of human resources and systems.
- Dynamically and effectively communicating the Agency’s activities and successes.
- Developing and managing the organization’s \$5.5 million budget and supervising a paid staff of 42 plus over 90 Home Support employees.

Agency Background

JFS has been enhancing the quality of life for individuals and families for over 82 years. The organization delivers social service programs to Vancouver's Jewish community, but also to the area's broader community. These programs are designed for individuals and families who are at all ages and stages of life. The organization focuses its work in four core areas: Family and Adult Resources (financial aid, case management, food security, and housing advocacy), Seniors Services (including Holocaust Survivor support and a world class home support service and outreach program); Counselling services (including Mental Health Outreach and youth at risk programs); and Employment & Settlement Services.

Jewish Vancouver

Vancouver has a vibrant Jewish community, the third largest in Canada. There is a strong system of congregations and synagogues, as well as Jewish education opportunities that include preschools, day schools and supplementary schools. Jewish college students stay connected through the Vancouver Hillel Foundation, which operates on several of the local campuses. The annual Vancouver Jewish Film Festival, and the Chutzpah Festival, an annual performing arts festival, are among the many Jewish cultural opportunities available to Jews living throughout the Vancouver metro area.

City of Vancouver

Boasting magnificent ocean and mountain views and a mild climate, Vancouver was recently ranked by The Economist as the most livable city in North America and third in the world. The city was the center of international attention when it successfully hosted the 2010 Winter Olympics. Just three hours north of Seattle, Vancouver is ethnically and linguistically diverse. The city's reputation for amazing outdoor recreation is fed by stunning beaches, majestic mountains, top-line ski resorts and dense forest areas – all within minutes of a bustling, metropolitan, downtown center.

Position Overview

The CEO serves as the professional leader of JFS and works with the Board of Directors, community partners, and staff to fulfill the Agency's mission and vision. Key responsibilities include:

- **Strategic Vision & Leadership**
 - Revising and implementing the Agency's strategic plan.
 - Staying abreast of trends and best practices in social service delivery and introducing new approaches and innovative ideas as part of a continuous improvement process.
- **Financial Resource Development**
 - Leading agency financial resource development to support existing operations, future program expansion, and organizational sustainability.
 - Expanding fund raising activities and capabilities to enhance revenue generation.
 - Prospecting, cultivating, canvassing, and stewarding Major Donors.
 - Developing cases for support and a strategy to approach Family Foundations to fund program priorities.

- **Operational and Program Management**
 - ◊ Ensuring that objectives are met in the delivery of high quality services, programs and activities while managing for current and future growth.
 - ◊ Researching and developing programs and services to meet the expanding needs of the community.
 - ◊ Ensuring best practices and innovation are introduced in all program areas.
 - ◊ Implementing a system of solid program evaluation and metrics-based reporting.
- **Human Resources & Organizational Development**
 - ◊ Maintaining oversight and accountability for the financial health of the agency; approving expenditures; monitoring and evaluating the cost effectiveness of existing and proposed programs.
 - ◊ Directing the annual budgeting process, overseeing cash flow and ensuring timely, accurate and comprehensive financial reporting to the Board.
- **Financial Management**
 - ◊ Maintaining oversight and accountability for the financial health of the agency; approving expenditures; monitoring and evaluating the cost effectiveness of existing and proposed programs.
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- **Board & Volunteer Management**
 - ◊ Cultivating a strong and transparent working relationship with the Board and ensuring open communication about financial, and programmatic performance against stated goals.
 - ◊ Partnering with the Board Chair to plan Board agendas and background materials. Collaborating with Board leadership with respect to Director recruitment, orientation, ongoing training and retention ensuring meaningful opportunities for engagement.
 - ◊ Recruiting, training and deploying new volunteers and creating ways to engage, acknowledge, and appreciate their work.
- **Marketing, Communications & Branding**
 - ◊ Ensuring optimal brand identity and recognition to promote a widely held positive and consistent image of JFS in the community, including through social media and the agency's website.
 - ◊ Overseeing the development and distribution of timely, quality marketing materials intended to optimize JFS messaging with clients, prospective clients, community partners and donors, in print and online.
 - ◊ Acting as JFS' spokesperson, representing the Agency at public and private events, conferences, donor and other funder meetings in order to create awareness and foster relationships. Serving as the chief liaison with other community organizations and key constituent groups.

Requirements

Skills & Abilities

- Exceptional fundraising/development capabilities, ideally honed in a Jewish, nonprofit environment.
- Outstanding presentation and communication skills. Experience and proclivity to be an outgoing spokesperson and relationship builder.
- Political savvy and excellent coalition building skills. Able to communicate and work effectively with a variety of internal and external stakeholders.
- Outstanding negotiator and consensus builder.
- Ability to set clear priorities and delegate effectively.
- Experience leading strategic planning and/or business planning processes.
- Proven success leading organizations in the areas of staff development, performance management, team building and organizational development.
- History of creating strong, collaborative management teams.
- Demonstrated track record of solid financial management including strong knowledge of fund accounting and budgeting.
- Ability to work with a board to develop and implement a long-term vision. Nimbleness to adapt to changing circumstances.

- Dedication to excellence with a high degree of integrity and credibility.

Qualifications

- Bachelor's degree required; Masters or advanced degree preferred.
- Prior experience leading nonprofit entities of a similar size and scope, strongly preferred.
- A minimum of 15 years of professional experience including at least 5 years of proven success in a senior management role, supervising staff and working with a Board of Directors.
- Knowledge of trends in social service delivery strongly preferred.
- Proven ability to cultivate and solicit major donors.
- Demonstrated commitment to the Jewish Community and to Jewish values and traditions.

Benefits

JFS offers a competitive compensation and benefit package.

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