



## THE OPPORTUNITY: PRESIDENT AND CHIEF EXECUTIVE OFFICER

We are seeking an experienced senior executive to serve as the agency's next President and Chief Executive Officer (CEO), taking the helm of an organization celebrating 160 years of service to the Jewish and broader Chicago communities. The role reports directly to an engaged and active Board of Directors. The position is available as a result of the impending retirement of the current President and CEO, who has held the role for over 10 years.

Our next President and CEO will directly manage the executive team (COO, CFO, CDO, CHRO), and indirectly oversee 420 staff and hundreds of community volunteers. The successful candidate will have a commitment to empowering staff at all levels to take ownership of the agency's work, leveraging all of the Agency's significant human resources in meeting our mission.

The President and CEO also leads the advancement and fulfillment of JCFS Chicago's mission and its strategic plan, and is responsible for achieving both operational and strategic goals based on excellent client-centered program delivery, strong philanthropic support, and fiscal sustainability.

## JCFS CHICAGO'S MISSION

***Our mission is to provide help, healing and caring services infused with Jewish values to strengthen lives in our community.***

Our organizational intended impact focuses on enhancing social and emotional well-being for adults, children, teens and families and maximizing opportunities for individuals living with intellectual and developmental disabilities--regardless of religion, race, ethnicity, ability, gender or sexual preference.

We believe that each individual has their own unique potential. We work to meet individuals where they are, offering support in their efforts to achieve and exceed milestones within their reach.

**Join us as we redefine what's possible!**

## OUR APPROACH

Our strategic plan boldly sets out the priorities necessary to adapt to ever changing client needs and strengthen organizational capacity to thrive well into the future.

The plan is based on three pillars:

**Impact** – Our programs and services are mission-driven, targeted and recognized as making a meaningful difference for the people and communities we serve.



**Leadership** – Our leadership and expertise strengthen organizational capacity to meet the Jewish community's and the Chicago area's human service needs, today and into the future.

**Sustainability** – Our funding model and infrastructure sustain client services and programs, respond to emerging needs and value donors as partners in our mission

## OUR NEW LEADER

Our new leader should have a history of collaborating for success with a strong staff and Board to build on past Agency achievement, continuing the support of individuals and families, and identifying and implementing programs to support new needs identified in the community.

### Leadership and Executive Management

- Develop and articulate a compelling and inspiring vision of the Agency's purpose and future that all staff can visualize and act upon to empower our clients to improve their lives.
- Build and maintain effective and trusting relationships with JCFS Chicago's senior management team, staff and volunteers.
- Empower staff to innovate, maximize productivity, ensure professional excellence, maintain high-quality standards, and promote teamwork.
- Identify, assess, and inform the Board of Directors of internal and external issues affecting the agency.
- Promote a culture of professional growth within JCFS Chicago through coaching, mentoring, and professional development.
- Drive best-in-class nonprofit management practices to ensure the Agency has the people, infrastructure, and systems to maintain and enhance the Agency's role as a leader in the human-services field.
- Ensure the financial sustainability of the Agency and manage the Agency's annual budget of \$39 million in coordination with the CFO and the Board's Finance Committee.

### Strategic Thinking and Planning

- Develop and recommend strategic multi-year plans to the Board of Directors. Generate broad support for the strategy and manage the process to engage staff, board members, and the community at large in the plan.
- Lead the development and growth of programmatic opportunities and innovative services to maximize the integration and use of all of JCFS Chicago's services.
- Lead the planning to develop the future therapeutic, cultural, and educational needs of our clients, as well as the financial resources needed to meet those needs.
- Ensure that there are ongoing critical assessment systems in place to actively confirm that existing programs are meeting the needs of our community and the manner in which we are employing our discretionary financial resources; i.e., growing, modifying, or sunseting programs as appropriate.



- Guide the development of new ideas for growing and diversifying revenue streams to ensure fiscal sustainability of needed programs.

### **Organizational Advancement**

- Steward key donor relationships and expand the network of philanthropic support for the agency. Expand the network of partnerships across the Jewish community and the community-at-large to maximize intended impact and community support.
- Serve as the primary spokesperson representing JCFS Chicago in the greater Chicagoland Jewish Community, broader local community, and the national health and human services sector.
- Build and sustain excellent relationships with community leaders, State and Federal agencies and policy makers, harnessing their networks in support of JCFS Chicago.
- Work in close partnership with the Jewish Federation of Metropolitan Chicago to ensure that the Agency is responsive to community needs, leverages resources, and ensures maximum support.
- Identify and connect with new donors. Work with the development staff and Board to grow the culture of philanthropy within the organization.

### **Board Governance and Development**

- Cultivate a strong, collaborative working relationship with the Board, ensuring open communication regarding financial goals, programmatic issues, new endeavors and organizational challenges.
- Provide leadership in Board development to ensure that the Board has members who can provide the leadership and professional expertise required to guide the agency in the future and solidify the pipeline of future volunteer leaders.

### **OUR CANDIDATE**

We are looking for an innovative, collaborative, inclusive and self-motivated leader with a minimum of 15 years of effective leadership experience at a high-impact nonprofit organization. Preference is given to those who have served in a complex human service focused agency with multiple stakeholders.

### **Specific requirements include:**

- Demonstrated track record of visionary leadership, setting strategic direction, effecting change and growing the Agency in a similar organization.
- A master's degree in social work, psychology, health care/nonprofit management or other related field from an accredited college or university.
- Significant related experience working with social services or behavioral health organizations of equivalent size and/or complexity
- At least fifteen years of proven success in a senior leadership/executive role, leading staff and working closely with a Board of Directors.



- Strong management and communication skills with the ability to manage diverse operations and a style that encourages collaboration, problem solving, open dialogue, innovation and accountability.
- Proven track record working with donors at the major gift level.
- Experienced public spokesperson with government entities, Boards, donors, consumers and the community at large.
- Demonstrated knowledge of, respect for, and commitment to the Jewish Community and to Jewish values and traditions.

Candidates who are passionate about the opportunity to effect meaningful change in the lives of thousands of children, adults and families are encouraged to apply.

To apply please send cover letter and resume to JCFS Chicago at:

[JCFSHRChicago@jcfs.org](mailto:JCFSHRChicago@jcfs.org)