

Jewish Family & Career Services of Louisville Chief Executive Officer

With a vision that all in Greater Louisville live with dignity and purpose, Jewish Family & Career Services of Louisville is a comprehensive human services organization that takes an integrated approach to providing care, counseling and guidance for people of any age, religion, gender or ethnic origin. Guided by our [Jewish values](#), we serve people of all backgrounds and expand possibilities for each person and every family to meet life's challenges with confidence. JFCS impacts the lives of thousands each year across the greater Louisville region. Our major service areas include senior care, individual and family counseling, college and career advisement, employment services and microenterprise development.

We are seeking a dynamic, creative and collaborative strategic visionary to usher our organization into a new era. We are unapologetically proud of who we are and what we do, and require a talented servant leader with the same level of passion and commitment to Jewish values and the mission of the organization. The organization is well respected, financially stable and poised for growth.

Located in Louisville, Kentucky, JFCS was founded in 1908 and is one of the community's oldest charitable human services organizations. Louisville is a modern metropolitan city steeped in tradition. The city has a thriving business environment and is the headquarters of several major corporations including Brown-Forman, Humana, UPS Worldport, and Kindred. We are part of a unique, amazing community and have all the amenities of cities twice our size including world class healthcare, a vibrant performing arts and music scene, top culinary destinations and a desire for competitive innovation.

Key Responsibilities

Strategic Vision and Leadership

The CEO serves as the principal resource to the JFCS Board of Directors and gives strong direction in policy formulation and interpretation. The CEO partners with the board to develop the strategic vision and organizational goals and develops strategies to ensure that they are achieved. The CEO ensures coordination and alignment of all JFCS activities (functional, governance and advisory activities included) to the strategic direction. The CEO represents JFCS and its mission in public forums, media, and government relations and with partner and stakeholder organizations to enhance JFCS's profile. The CEO leads by example and acts to ensure and project a values-driven, high-integrity organizational culture.

Community Impact

The CEO is responsible for the overall impact of JFCS on the community. The CEO works with the Management Team to craft and adapt the strategy to achieve this impact and develop processes to measure it. The CEO will establish, cultivate and foster productive relationships with key leaders including those in the Jewish community and those representing relevant business, government and non-profit sectors.

Development and Marketing

The CEO is charged to drive key development results and will identify, cultivate and solicit current and prospective donors (individuals, corporations, and foundations) and enrich relationships with community fundraising organizations (i.e. Metro United Way and Jewish

Federation of Louisville). The CEO will develop and nurture relationships with grant giving organizations including public and private foundations and governmental agencies and will ensure all grant reporting and compliance requirements are met. The CEO will leverage personal and professional contacts and relationships into fundraising opportunities and will promote a culture of fundraising in the organization, both at the staff and board level. Working closely with the JFCS development/marketing function, the CEO ensures that a coherent brand image of the organization is communicated across all messaging. The CEO understands that they are the face of JFCS in the community and coaches the staff and board to feel the same.

Executive Management and Operations

The CEO is accountable for building and leading high-performing teams, ensuring all teams are aligned and collaborating to achieve organizational results. The CEO maintains accountability for the operational and fiscal integrity of the organization. The CEO assesses organizational capacity to implement strategies and identify gaps in systems and staffing; directly supervises staff positions and establishes individual goals; and works with the Chief Financial Officer and the board's finance committee to manage organizational spending, monitor budget performance and mitigate financial risks. The CEO is responsible for cultivating an internal culture of respect, people development and continuous improvement.

Education and Experience Requirements

- Advanced degree preferred in business administration, public administration, human services, social work or organizational development
- Seven-plus years of progressive growth in a senior leadership position at a complex non-profit, social services or community development organization(s)
- Significant experience in strategic planning, financial management, fundraising, board development, program management and evaluation (delivery and financial), public relations and marketing/branding
- Prior engagement in a Jewish community and a strong desire to embrace the Louisville Jewish community, culture, values and traditions

Qualifications

- Comfortable managing a complex organization with multiple lines of business and highly varied funding sources
- A track record of creating a culture of creativity where new ideas are encouraged and valued
- Committed to the mission and able to catalyze and foster others' commitment to the mission
- Skilled in providing organizational leadership by establishing, articulating, and modeling a vision for the organization and executing plans accordingly
- Able to serve as a coach and role model for a culture of values-driven, ethical behavior and continuous improvement
- Able to think and act strategically, set clear organizational goals and monitor progress
- Able to make tough decisions on organizational direction and execution
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate and guide investment in people, programs and systems
- Possesses excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; a persuasive negotiator able to achieve consensus among differing opinions
- Strong commitment to the professional development of staff; successful track record of recruiting, mentoring and retaining a diverse team

- Comfortable engaging across generations — from teens to millennials to seniors — who are current and prospective clients, donors, board members, staff, and volunteers
- Exudes appropriate leadership presence, emotional intelligence and judgment in representing the organization
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder and fundraiser
- Keeps on top of industry and regulatory trends and guides the Board in understanding strategic implications of such direction in setting strategy

Compensation

This is a full-time, salaried position and compensation will be based upon experience. A relocation allowance will be available to candidates outside the Louisville metropolitan area. Benefits include vacation, paid time off, medical, dental, long and short-term disability and retirement.

Search Process

Please provide a cover letter, resume and salary expectations directing all communications to: ceosearch@jfcsloisville.org. Applications received by July 5, 2021 will receive priority consideration. Confirmation of receipt will be provided. Only contacted applicants will receive further communications. References may be requested.

JFCS serves and employs people of all cultures and faith traditions and highly values inclusion and diversity. Employment opportunities are available to all without regard for race, color, national or ethnic origin, religion, age, sex, gender, gender identity and expression, sexual orientation, marital status, veteran status, disability or any other prohibited factor.