

PRESIDENT & CHIEF EXECUTIVE OFFICER



JEVS Human Services
Philadelphia, Pennsylvania

A Position Profile



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An MPI Company

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ABOUT JEVS HUMAN SERVICES

The largest multi-service organization of its kind in the region, JEVS Human Services (JEVS) was founded in 1941. Operating with an annual budget of nearly \$100 million, JEVS has approximately 1,000 employees and over two dozen successful programs providing skills development, job readiness and career services, vocational rehabilitation, recovery services, adult and residential day services, and in-home personal assistance.

At JEVS, they believe in giving people possibilities—opportunities to be self-sufficient and supported. Each year they touch nearly 25,000 lives, focusing on individuals with physical, developmental and emotional challenges as well as those facing adverse socioeconomic conditions including unemployment and underemployment.

The JEVS mission is to *Make Hope Happen* today while creating meaningful change for tomorrow. JEVS stakeholders work to shape and influence public policy to better serve the populations who need them the most. Acting in collaboration with advocacy partners, JEVS works to create sustainable solutions to the underlying issues facing the people they serve.

Since its inception, JEVS Human Services has been committed to the Jewish principles of Tzedakah and Tikkun Olam. Tzedakah refers to the religious obligation to ‘do what is right and just’ and is also the Hebrew word for ‘charity.’ Tikkun Olam is also a Hebrew phrase for ‘repairing the world.’

Programs and services offered by JEVS include:

- Education & Career Services
- Community Supports & Adult Residential
- Long-Term Supports & In-Home Care
- Employment for People with Disabilities
- Youth & Young Adult Services
- Behavioral Health & Recovery

For more information visit JEVS' [website](#).

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1,000
Employees

\$100M
Budget

Established
1941

OPPORTUNITY

The CEO is the strategic leader for JEVS, with full responsibility for the operations and financial health of the organization. The CEO works closely with the Board of Directors and Executive Management to set vision and direction. He or she also develops and maintains relationships with external sources, including funders, donors and the areas' governmental and political leadership, in order to establish and implement long-range goals, strategies, plans, and policies. The CEO demonstrates a high degree of integrity and good judgment and shapes the culture through teamwork, responsible risk-taking, and the pursuit of excellence.

REPORTING RELATIONSHIPS

The CEO reports to and is evaluated annually by the Board of Directors.

Direct reports include the Chief Financial Officer, Chief Operations Officer, Chief Development Officer, the Senior Vice President of Communications and Public Affairs, the Senior Vice President of Information Technology and Facilities, and the Chief Human Resources Officer.

PRIMARY RESPONSIBILITIES

Planning

- Determine the overall structure of the organization, including levels of authority accountability and decision-making processes.
- Collaborate with the board to define and articulate the organization's vision and to develop strategies for achieving that vision.
- Create annual operating plans that support strategic direction set by the board, correlating with annual operating budgets.
- Formulate and oversee implementation of the strategic plan.
- Spearhead the development, communication and implementation of effective growth strategies and processes with both internal and external forces.

Management and Administration

- Create process and procedures for implementing plans approved by the Board of Directors.
- Provide leadership and professional management to ensure the mission and Core Principles of JEVS are put into practice.
- Oversee the operations of the organization in accordance with the direction established in the strategic plan.
- Manage the organization's compliance with legal and regulatory requirements.
- Manage key executive team leaders in the organization. Promote collaboration among leaders to develop and implement plans for the operational infrastructure of systems, processes, and personnel to accommodate the growth and operational objectives of JEVS.

Leadership

- Continue to enhance the development of a positive organizational culture that embraces and nurtures the values and principles of the organization among employees, participants and partners.
- Ensure JEVS maintains the highest ethical and moral standards and adheres to its Code of Conduct. Promote compliance as an integral part of the culture.



- Serve as a compassionate and respectful leader .
- Establish credibility throughout the organization and with the Board of Directors as an effective visionary and advocate for solutions to challenges facing JEVS.
- Mobilize resources to meet critical challenges of performance.
- Actively advocate for the organization, its beliefs, and its programmatic efforts.
- Serve as primary liaison with appropriate governmental entities, political representatives, business partners, donors, and other organizations/ individuals, as a way of positioning the organization for success.
- Ensure the organization and its mission, programs, products, and services are consistently presented in strong, positive images to relevant stakeholders.
- Serve as a champion for employee and leadership development throughout the organization.

Financial Management

- Oversee all fiscal activities of the organization including budgeting, reporting, financial analysis, and audit.
- Ensure the fiscal viability of JEVS by oversight of programmatic and fiscal goals, and by creating new funding opportunities.
- Oversee staff in developing annual budgets that support operating plans.
- Ensure that staff practices all appropriate accounting procedures in compliance with Generally Accepted Accounting Principles.
- Provide prompt, thorough, and accurate information to keep the board appropriately informed of the organization's financial position.

Fundraising

- Oversee staff in the development and implementation of fundraising plans that support strategies adopted by the Board of Directors.
- Serve as leader of all fundraising efforts. Meet one-on-one with donors. Determine the level of resources and primary approaches to donor development and priorities with the Board of Directors.
- Oversee staff in the timely submission of grant applications and progress reports for funders.



Governance

- Serve as primary staff contact to Board of Directors, maintain ongoing communication and relationship with individual members, and ensure board's involvement in all appropriate issues.
- Help Board of Directors articulate its own role and accountabilities and that of its committees and individual members and help evaluate performance regularly.
- Work with the Board Chair to enable the board to fulfill its governance functions and facilitate the optimum performance by the Board, its committees and individual board members.
- Assist in the identification of potential board members.

Human Resources

- Responsible for ensuring relationships between JEVS and the leaders of the bargaining unit continue to remain positive and constructive.
- Effectively manage the organization's human resources according to authorized personnel policies and procedures that fully conform to current laws and regulations.

Programmatic Effectiveness

- Stay abreast of current trends related to the organization's products and services and anticipate future trends likely to have an impact on its work.
- Collect and analyze evaluation information that measures the success of the organization's program efforts; refine or change programs in response to that information.

QUALIFICATIONS

- Minimum of ten years of experience in previous executive leadership roles, including progressively responsible, successful experience in leading a large, complex organization.
- Demonstrated ability to provide oversight of financial performance and P&L management.
- Strong, proven strategic leadership abilities. Can lead multiple stakeholders through a strategic planning process resulting in business plans with measurable outcomes.
- Proven track record in effectively leading change and strategically articulating a vision/roadmap for an organization.
- Proven track record of delivering desired financial results while growing and shaping an organization.
- Passionate about JEVS mission.
- Demonstrated ability to build and manage trusting relationships within the organization and externally. Develops strategic relationships and alliances which inspire others to embrace the vision and view relationships as key to leading change.
- Successful experience recruiting, developing, and leading executive team members.
- Experience working with a volunteer Board of Directors.
- Bachelor's degree required. Master's degree in related field(s) preferred.

COMPETENCIES

- Excellent emotional intelligence.
- Visionary, inspirational leadership style.
- Collaborative leadership style.
- Commitment to results: customer focused, and goal driven.
- Business Savvy: demonstrated experience in integrating and coordinating diverse areas of management.
- Leading Change: consistently displays integrity, models behavior, develops people and builds teams to manage continuity, change and transition.
- Motivating: knows how to influence and enable others.



ABOUT SALVESON STETSON GROUP

FORBES Ranked 35th
2021 Best Executive Recruiting Firms

25⁺ Years of
Experience

MPI Family of Companies

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FurstGroup

NuBrickPartners

Hunt Scanlon|Media
Leadership Intelligence

TOP35

2021 largest search
Firms in the Americas

Members of



33

Countries

50

Offices

Salveson Stetson Group (SSG) is a multi-specialty, retained executive search firm located in Radnor, Pennsylvania that delivers strategic, high-quality, responsive consulting and support for clients across the country and globally. Working across diverse industries SSG has a long history of conducting executive level human resources, clinical, scientific, finance, sales and marketing, and general management searches. With a team of nearly 15 colleagues, necessary resources are dedicated for each assignment to exceed client expectations.

Salveson Stetson Group embodies a rare and powerful value for its clients in terms of client and candidate experience. As a firm led actively by its two principals, SSG delivers the kind of strategic, responsive consulting services expected from a large search firm with the tailored attention and support of a boutique firm.

As part of the MPI family of companies, SSG has access to talent, resources, and expertise on a national level through our sister companies – Furst Group and NuBrick Partners. Furst Group, a retained executive search firm, is focused on identifying senior level executives for the healthcare industry. NuBrick Partners, a leadership consulting firm focusing on executive team performance, strategic team development, board effectiveness, physician leadership and executive team succession across all industries.

Salveson Stetson Group is also a member of IIC Partners, one of the top ten retained executive search groups in the world, we have the ability to leverage collective networks and experience to identify a broader slate of global candidates to serve our clients more effectively.

For additional information on SSG, please visit our website at www.ssgsearch.com. To learn more about this particular position, please call (610) 341-9020 or contact.



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