



The **Children's Home Society of Virginia's** mission is to build strong permanent families and lifelong relationships for Virginia's at-risk children and youth. For over 120 years, CHSVA has been at the forefront of supporting and finding loving families for children whose birth parents are unavailable or unable to do so. Today, CHSVA specializes in finding permanent homes for harder to place teens or children with physical or emotional challenges, often due to abuse or neglect.

The Opportunity

On behalf of the CHSVA, Warren Whitney seeks an experienced professional as President and CEO, who is responsible for advancing the CHSVA mission through the administration and operation of the agency, including implementation of all agency policies, service programs, procedures, and financial management. The position exists to assure the efficient and quality delivery of programs and services, as determined by the Board of Directors, to clients of CHSVA in a manner consistent with its charter, by-laws, guiding principles and available resources. The Richmond based role oversees about 20 employees with a budget of approximately \$2.2M. Reports to an Advisory Board of 24 which meets five times annually. Learn more at www.chsva.org.

Primary Responsibilities

- Oversee and implement programming objectives as identified in the CHSVA Strategic Plan; Provide guidance and leadership as the agency designs and implements its strategic objectives; Ensure adherence with state licensing regulatory requirements and with best practices in all agency programs and policies
- Establish an organizational structure to effectively and efficiently manage the staff in carrying out the organization's strategic and professional priorities, including the direction and supervision of the Chief Programs Officers for Child & Family Services, Independent Living Service, Chief Advancement Officer and Comptroller
- Lead all agency fundraising endeavors, establishing and implementing fundraising goals in agency's annual fund development plan; Support and expand agency's implementation of a mission driven fund-raising model so that it generates sufficient revenue to cover operational costs; Effectively engage and utilize the Board in creation and execution of CHSVA's Development Plan
- Establish an appropriate annual budget for timely submission to the Finance Committee and Board for approval, including fundraising and other revenue projections, operating budgets for specific programs, and expenses for personnel, marketing, and other expense categories
- Make recommendations to the Board as appropriate concerning program, service, staff, finances, and professional standards
- Perform all other duties assigned by the Board

Key Qualifications

- Minimum of seven years of successful leadership positions in a social service agency or program
- Minimum of five plus years in a senior management and/administrative position in a nonprofit organization, foundation, or government agency
- Prefer an advanced degree in human services from an accredited university
- Minimum qualifications as outlined in the VDSS Minimum Standards for Licensed Child Placing Agencies (LCPAS)
- Commitment to the mission, goals, values and services of Children's Home Society of Virginia
- Successfully complete pre-employment background screening



The successful CEO should have the following characteristics:

- Passionate leader with the ability to advocate on behalf of vulnerable populations such as the clients and families that CHSVA serves
- Compassionate with empathy for the youth and families in need
- Knowledge of nonprofit operations, including strategic planning, agency programming, finance, human services policy, personnel management and performance measurement
- Visionary thinker who is able to engage Board, staff and community leaders in the implementation of agency's vision to attain long-term success
- Strategic thinker who provides leadership and motivation as the agency identifies and implements its strategic objectives
- Experience in responding positively to changing priorities and facilitating changes in organizations
- Exceptional written, verbal and presentation skills with the ability to effectively communicate agency mission and vision to all audiences (internal and external) – express ideas succinctly; presents ideas to individuals and groups by targeting information appropriately and using visual aids and technology effectively; commands attention and respect
- Strong time management and ability to multi-task while working with minimal supervision
- Strong research skills
- Ability to collaborate with diverse stakeholders to promote agency mission
- Ability to lead, plan and manage significant organization change. Effective problem solver. Ability to take charge in crisis and to address client concerns
- Ability to creatively and effectively run programs in a resource-constrained environment
- Ability to interpret and enforce applicable federal and state policies, statutes and regulations
- Ability to set and monitor performance goals for programs tied to the agency's long-term goals
- Excellent people skills with ability to foster a positive and supportive culture where staff share a sense of common purpose and adherence to the agency's goals
- Ability to motivate, lead and manage a top-quality professional and administrative staff capable of accomplishing the CHSVA mission, goals, objectives and vision. Empowers reporting staff and delegate's authority. Ability to hire, develop, coach and motivate staff to fulfill their potential
- Ability to operate as a tactical as well as strategic thinker
- Ability to establish an organizational budget, monitor the appropriateness of agency expenditures to assure good stewardship of donations

Competitive Salary & Benefits Package including health, dental, vision, STD, LTD, life, AD&D, PTO, 403(b), professional development, and more! Salary range is approximately \$115k to \$125k depending upon related credentials and work experience.

Apply by sending your resume and cover letter to HR@WarrenWhitney.com. This position will remain open until filled.

EOE M/F/D/V On behalf of its client, Warren Whitney reserves the right to alter, change, modify and/or terminate this job posting at any time without notice, or obligation, to any party.