

## **Jewish Family & Career Services of Louisville**

### **Chief Executive Officer**

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 or ethnic origin. We give people the skills and tools to manage transitions and meet life's challenges, touching 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. Our long time tenured incumbent is planning retirement and will leave the organization well respected, financially stable and poised for growth. This is an opportunity to come in and put your stamp on an esteemed organization.

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, YUM (KFC), 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. Nowhere else in the world can anyone say they are home to the most exciting two minutes in sports and the greatest athlete of all time. (We are referring to the Kentucky Derby and Muhammed Ali if you weren't sure).

### **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. S/he partners with the board to develop the strategic vision and organizational goals and develops strategies to ensure that they are achieved. S/he ensures coordination and alignment of all JFCS activities (functional, governance and advisory activities included) to the strategic direction. S/he 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 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. S/he will establish and cultivate 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. S/he 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). S/he 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. S/he 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 s/he is 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. S/he 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. S/he 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
- Ten 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 the Jewish community and a strong desire to embrace the 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 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 value-driven, ethical behavior and continuous improvement
- Able to think 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@JFCSLouisville.org. 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.