

Chief Executive Officer

Position: Chief Executive Officer

Wage: \$95,000.00/annual - \$115,000.00/annual BOE

Reports to: Board of Directors

FLSA Status: Exempt

Location: Visalia, CA

Supervises: Officers, Facilities, HR, Executive Ast.

Department: Administration

Language: English

About Family Services: Family Services helps children, adults, and families heal from violence and thrive in healthy relationships. We serve victims of domestic violence, sexual assault, human trafficking, child abuse, and other trauma through shelter, mental health services, and comprehensive support services. Our prevention programs also help stop the cycle of abuse. We are a private, nonprofit organization working to build a community of safe homes, safe relationships, and safe children—which means a safer, healthier community for everyone. Family Services offers salary and highly competitive benefits (medical, dental, vision, life, vacation, sick, retirement), commensurate with experience and skills. Family Services is highly committed to diversity and a workplace environment that respects, appreciates, and values employees from all backgrounds.

Summary: The CEO, reporting to the Board of Directors, provides strategic leadership and overall management of the organization. This includes overseeing programs, finances, staff, and service delivery aligned with Board policies and the agency's mission. The CEO builds partnerships, engages donors and community stakeholders, and fosters a trauma-informed, accountable, and innovative culture throughout Tulare County.

Key Responsibilities:

Strategic Leadership & Governance

- Lead agency operations and strategy with agility and vision.
- Ensure accurate and timely reporting to the Board, funders, and stakeholders.
- Uphold Board policies and foster a culture of transparency, trust, and inclusion.
- Promote values of justice, diversity, and trauma-informed care.
- Participate in Board meetings and support governance processes.

Community Engagement & Advocacy

- Represent the agency publicly and build partnerships across sectors.

- Advocate for mission-aligned policies and resources.
- Enhance visibility and credibility through strategic communications.

Fundraising & Development

- Drive donor engagement and fundraising initiatives.
- Collaborate with development staff and the Board on revenue strategies.
- Support successful execution of fundraising campaigns and events.

Financial Oversight

- Oversee financial operations and planning with the CFO.
- Ensure budget alignment with organizational goals and funder requirements.
- Monitor fiscal health and manage resource allocation, capital projects, and purchasing compliance.

Programs & Services

- Ensure services meet evolving community needs and compliance standards.
- Evaluate program effectiveness and guide strategic improvements.
- Lead staff to deliver high-impact, client-centered services.

Facilities Management

- Plan for facility needs and ensure high-quality service environments in partnership with facilities staff.

Qualifications:

Education: Bachelor's degree required (Master's preferred); equivalent experience considered.

Experience: Minimum five years in executive leadership, preferably in social services or nonprofits. Knowledge of planning, evaluation, budgeting, grants, and fundraising. Experience in domestic violence/sexual assault services preferred.

Transportation: Valid CA driver's license, vehicle, and required insurance.

Clearance: DOJ background check and financial screening required.

Physical Demands & Work Environment:

Environment: Office and home-based; occasional travel; exposure to noise, dust, fumes, and high-stress situations.

Physical: Prolonged sitting, brief standing, stair climbing, use of office equipment and computer.

Vision/Hearing: Adequate to read screens/documents and engage in conversation, with or without correction.

Abilities:

- Solve practical problems with limited guidance.
- Interpret various forms of instruction.
- Appreciate and work effectively across diverse cultures and experiences.

- Manage high-stress situations and maintain composure.
- Collaborate across departments; promote trauma-informed, inclusive practices.
- Demonstrate emotional intelligence, curiosity, adaptability, and professionalism.
- Build strong, lasting professional relationships.

Family Services is an Equal Employment Opportunity Employer. The conditions described above must be met by an employee to successfully perform the job's essential functions. Reasonable accommodations may be made to enable individuals with disabilities to perform essential job functions. The above statements are intended to describe the general nature and level of work being performed by the person assigned to this job. They are not intended to be an exhaustive list of all responsibilities, duties, skills, and physical demands required of personnel so classified.

To Apply: Complete our online application at www.fstc.net/who-we-are/careers/ or download and submit an employment application with a resume and cover letter by one of the following methods:

E-mail: president@fstc.net