



EXECUTIVE DIRECTOR IDEAL CANDIDATE PROFILE

[Holly Hill Child & Family Services](#), a provider of child-focused programs and services in Northern Kentucky since 1884, provides Residential Treatment and Behavioral Health Services for more than 3,000 clients. At this time, Holly Hill is recruiting a dynamic, visionary Executive Director. The ideal candidate will have a proven track record of transformational leadership.

HOLLY HILL CHILD & FAMILY SERVICES



In 1884, Holly Hill was founded as Campbell County Protestant Orphan's Home, an orphanage. Over the past 137 years, Holly Hill and its programs have continued to evolve.

Holly Hill works diligently to provide a continuum of care for the children it serves. Today, the organization operates offices in California, Kentucky, and Highland Heights, Kentucky, offering two main areas of programming to benefit families in Northern Kentucky: Residential Treatment and Behavioral Health Services. In the fiscal year 2020, Holly Hill Child & Family Solutions served 39 adolescent girls in Residential Treatment and 3,211 children and family members in Behavioral Health Services.

Click the links to learn more about the organization's [Executive Leadership](#), [Clinical Team](#), and [Board of Directors](#).

ROOTED IN HOPE: HOLLY HILL'S MISSION, VISION AND CORE VALUES

Mission: To strengthen the lives of children through programs and services focused on the child.

Vision: To embrace a changing service environment, meet the present needs of children in our community, and prepare to meet the needs of the children we have yet to serve.



Core Values: Respect for People; Integrity in All We Do; Support and Trust for One Another; Empowerment of People as a Path to Success; Conflict as a Positive Force in Managing and Resolving Differences.

PROGRAMS AND SERVICES

Residential Treatment is a Family First: Qualified Residential Treatment Program (QRTP) licensed non-family 24-bed facility for adolescent girls aged 11 to 18. The program provides individual and group therapy, treatment for sexual abuse, family counseling, public school, day treatment via local school system, psychiatric consultation and assessment, highly structured 24-hour supervised group living. Area served: all of Kentucky, with a preference to the eight-county region of Northern Kentucky.

Day Treatment is an intensive school-based non-residential program permitting access to community-based mental health services in conjunction with and integrated into the child's educational program. Day Treatment brings together at one site, and in a coordinated manner, a broad range of services designed to strengthen individual and family functioning and prevent youngsters from requiring more restrictive services.

Intensive Outpatient Programming is an intensive behavioral health program designed to be a structured, trauma-responsive approach to therapeutic care that is provided in a group setting twice per week for three hours per group. This unique treatment approach and collaboration utilizes multiple evidenced-based methods explicitly designed for adolescents to help recognize, manage, and overcome ongoing mental health and behavioral disorders.

Supervised Visitation/Monitored Exchange offers non-residential parents or other designated family members opportunities to maintain contact with their children in a safe and neutral setting.

Targeted Case Management is a Medicaid-eligible program for adults and children with complex behavioral health care needs. Assistance is provided in developing, coordinating, and accessing services for clients who need medical, education, social and other support services. It is designed to coordinate interagency teams to aid in the development of a family support plan and monitor the client and family's progress. Specialized case management is also provided for youth who have co-occurring medical and mental health needs.

Therapy Services is currently a Medicaid-eligible program for children under the age of 24. It is an integral part of community services. Therapists provide a wraparound treatment model for children and their families. Therapists offer either in-home or office therapy to help stabilize the child's behavior while emphasizing personal growth and development. These services improve relationships and the child's overall functioning in the home, school, and community. Schools have contracted with our Holly Hill to offer therapy programs to their school-age children

THE ROLE OF THE EXECUTIVE DIRECTOR



The Executive Director reports to the Board of Directors and is responsible for delivering high-quality professional services, the fiscal integrity of the agency, and the development of competent and engaged staff. This person is the face of Holly Hill in the community, in frequent contact with key stakeholders. S/he is responsible for understanding trends in the field and having the vision to recommend new strategies consistent with the mission.

The Executive Director also strives to maintain the strength and continuity of the Board of Directors.

Community Engagement and Strategic Growth

- Represents and advocates for the agency in its relationship with clients, vendors, funding sources, other agencies, and the community.
- The organizational spokesperson representing Holly Holl with the media, government officials, and other public entities.
- Keeps a pulse on trends in community services and healthcare to recommend strategic growth opportunities for the agency, including partnerships with other entities.
- Helps to increase the agency's visibility and awareness in the community through effective marketing, public relations, and community engagement.

Program Management

- Works with Program Directors to develop and execute programs.
- Monitors programs in such a manner as to ensure maximum benefit to the client and community.
- Identifies ways to demonstrate impact and outcomes to key stakeholders.

Personnel Management

- Develops and maintains a sound plan of organization and provides for management development that will ensure the continuing effectiveness of the agency.
- Develops and administers sound personnel practices.
- Builds authentic, trusting relationships with Board members, staff members, and other partners and stakeholders.
- Oversees the personnel function of the agency, including active participation in or approval of personnel actions and volunteer/staff activities.
- Responds respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, and religions in a manner that recognizes, affirms, and values the worth of individuals, families, and communities and protects and preserves the dignity of all.
- Adheres to ethical standards of professionalism, including maintaining the confidentiality of each child and their family, in compliance with HIPAA regulations and agency policies.

Financial Management

- Prepares agency budget and arranges for presentation and interpretation of budgetary requirements.
- Administers the agency program within the budgetary provisions.
- Sets financial priorities and directs all financial operations.

Development & Fundraising

- Provides overall coordination and supervision of all fundraising and development activities in collaboration with development staff.
- Oversees and directs all grant applications and identifies other sources of funding.
- Oversees and directs any future expansion.

Board Relations

- Acts as an advisor to the Board of Directors, keeping it informed of agency operation, community needs, and developments in practice to have adequate information for carrying out its policy-making responsibility. This includes ex-officio membership on all committees.
- Ensures implementation of policies approved by the Board.
- Provides opportunities for Directors to make a maximum contribution to the agency; works to maintain the strength and continuity of the Board.

IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate will be a passionate, savvy, and business-minded executive who will be deeply committed to the organization's mission. The organization is seeking applicants with a minimum of 8 years of progressive leadership experience, including prior nonprofit and executive leadership experience.

In addition, the ideal candidate will have a proven track record demonstrating:

- Transformational executive leadership with a proven track record as a change agent in either for-profit or nonprofit organizations.
- Charismatic leadership style coupled with initiative and follow-through to effectively develop trust and respect with all internal stakeholders: leadership team, clinical staff, board members, donors; and external stakeholders.
- Visionary thinking with demonstrated ability to assess an organization's current performance and champions ideas and people towards a common strategic vision and culture of success.

- Entrepreneurial spirit with experience to seek investors and donors in support of the organization’s programs and services.
- Ability to become the “chief external officer” for developing positive and collaborative relationships with community and corporate leaders, state and regional elected and appointed officials, and behavioral healthcare agencies.
- Strong organizational and personal integrity with a positive outlook on life, a sense of humor and strong compassion for others.

COMPENSATION PACKAGE

Holly Hill is offering a competitive salary in the \$125,000+ range for this position. In addition, the organization is pleased to provide:

- Medical Insurance through United Healthcare - 2 plans offered
- Dental Insurance through Delta Dental of Kentucky
- Vision Insurance through EyeMed Vision
- FSA, HSA & HRA Plans dependent upon which medical plan is chosen
- Company Paid Life, AD&D and LTD through Standard Life
- 401k - Company contributes 4% of salary after 90 days. Fully vested after three years
- Tuition reimbursement of up to \$2,000 per year,
- Funds budgeted for Professional Development for staff on a case-by-case basis

Holly Hill and its employees demonstrate reciprocal trust and pride in being equal partners working toward growth and success.

CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position or would like to nominate a candidate, please send a cover letter and resume to Gregory Nielsen, Managing Director, Southeast Region, DCM Associates at gregory@dcm-associates.com or 502-472-5367 or Dennis C. Miller, Founder & Chairman at dennis@dcm-associates.com or 201-956-1810.



*Executive Search
Nonprofit Leadership
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