

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

CHIEF EXECUTIVE OFFICER Migrant Clinicians Network *Austin, TX/Remote*

Brakeley Search

formerly known as Leadership Search Partners,
is a search firm focused exclusively on the nonprofit sector.
As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with
local, national, and international nonprofits to help them hire exceptional senior-level leaders.

Managing Director, Scott Staub, ACFRE
is leading this search assignment. Inquiries may be made, in confidence,
to Scott Staub at sstaub@brakeleysearch.com.

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

TITLE: Chief Executive Officer

ORGANIZATION: Migrant Clinicians Network (MCN)

LOCATION: Remote or Hybrid at Austin, TX Headquarters

REPORTS TO: Board of Directors

ABOUT MIGRANT CLINICIANS NETWORK

Widespread health inequities and structural racism deeply impact the ability of migrants, immigrants, and asylum seekers to access quality care when they need it.

Migrant Clinicians Network (MCN) is changing that. MCN, a national 501(c)3 nonprofit organization, works diligently and unceasingly to identify and close the gaps in health care that migrants, immigrants, and asylum seekers face - often at the most precarious moments in their lives.

MCN's programs are practical solutions to the biggest challenges in migrant and immigrant health. A patient can't continue their care because they are migrating? Whether it's a pregnant asylum seeker, a farmworker with diabetes, or an immigrant with active TB who is moving home, they can be enrolled in MCN's Health Network to help them connect to care in their next community. A clinician who is struggling under the weight of the COVID-19 pandemic can link up with Witness to Witness, which provides trainings and resources specifically for clinicians grappling with trauma from what they have witnessed on the job. A community health center wanting to improve systems related to worker health and safety can turn to MCN for clinical resources and patient educational materials and strategies. This is just a fraction of the work MCN does and it's all toward one purpose. Strive for health equity for those who are underrepresented, lacking support, and facing health needs during a moment of precarity, by closing the gaps and care and ensuring that migrants, immigrants, and asylum seekers can find the path to health and well-being. MCN doesn't provide direct services itself but helps coordinate care and provide training.

MCN partners with and supports dozens of nonprofit and community partners; thousands of clinicians across the country working in health centers, health departments, and other health care delivery sites; and hundreds of patient care and health advocates and academics with experience in and commitment to health equity. MCN engages in research, develops, and distributes much-needed resources, advocates for patients and clinicians, engages outside partners, and runs programs that support clinical care on the front lines of migrant and immigrant health. Each year MCN facilitates training and technical assistance to several thousand constituents.

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

ABOUT THE OPPORTUNITY

MCN is highly respected nationally and internationally. MCN regularly provides expert testimony and consultation to governmental agencies at all levels. MCN is seeking a passionate, outcomes-oriented CEO to expand the advocacy, impact, and healthcare delivery MCN provides. Migrants and immigration are at times both sensitive and highly charged issues at the local, regional, and national levels. The CEO will have to deftly lead the agency, and its dedicated board and staff, to realize the goals of health justice and service to migrants without embroiling MCN in politics which can hamper achieving the mission. The CEO will inherit a team with tremendous depth of experience and knowledge. While based in Austin, Texas, MCN's workforce is distributed across the country. The CEO will need to operate easily at high policy levels, while also keeping focus of the human dimension of training and providing assistance to the vulnerable population MCN cares for – migrants and immigrants.

The CEO could work remotely anywhere in the United States or hybrid at the Austin, TX headquarters. It is expected that this position could have up to 25% travel.

Key Responsibilities

Organizational Leadership and Management

- Lead the organization in the development and implementation of long-term vision, strategies, and goals
- Oversee all programmatic, operational, financial, and fundraising activities of the organization
- Manage and inspire staff, leading the team toward a common mission
- Nurture and collaborate with a highly effective senior leadership team
- Foster a culture of results, learning, innovative thinking, accountability, and collaboration
- Maintain an effective and collaborative working relationship with the Board of Directors as a whole and with individual board members
- Serve as the principal resource to the Board of Directors and its key committees and give strong direction in policy formulation and interpretation
- Serve as a compelling spokesperson for MCN's vision, strategy, and programs among board, staff, volunteers, donors and other key stakeholders, and the community at large
- Cultivate and maintain strong relationships with major donors, foundations, and government agencies

Fiscal Management

- Develop, manage, and monitor organizational budget in partnership with the Chief Financial Officer and the Board of Directors
- Strategically link revenues and resource allocation to facilitate and manage agency and programmatic growth
- Oversee the presentation of financial/organizational progress reports to the Board of Directors
- Experience managing complex budgets with multiple funding sources

Strategic Planning

- Execute a strategic plan in conjunction with the Board of Directors and the senior leadership team

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

Fundraising

- Deepen and expand relationships with diverse funding sources, including public agencies, foundations, corporations, and individual donors
- Work to identify, cultivate and secure significant support from a broad base of donors

Professional Experience/Qualifications

Experience:

- Background and knowledge (personal or professional) of underserved immigrant populations (demonstrated compassion for vulnerable people, especially migrants)
- Leadership experience (managerial, financial, and operational) as an executive/senior manager in a non-profit organization or public agency
- Social services, healthcare, or public/policy administration background
- Understanding and involvement with community-services or health programs
- Experience with oversight of complex, diverse range of programs or operations
- Experience developing and executing strategic plans for an organization
- Track record of building relationships and working effectively with public partners, funders, business leaders and community leaders and organizations
- Demonstrated ability to develop, and retain diverse staff, cross-functional team performing in a high-stress environment
- Experience with justice, equity, diversity, and inclusion; valuing and harnessing the power of diversity

Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to publicly advocate on behalf of MCN and the people it serves
- Big picture thinker who understands how to increase, diversify, and optimize multiple funding sources
- Proficiency in financial management and analysis
- Ability to plan and execute on specific metrics to achieve organizational goals
- Ability to build relationships with donors, partner organizations and government agencies
- Knowledge and comfort with technology and how it can be used for greater efficiency and improved services

Personal Characteristics:

- Demonstrated compassion for vulnerable people, especially migrants
- Belief and commitment to culture of caring
- A leader who enjoys being the public face of an organization
- Problem solver and comfortable making tough decisions
- High degree of emotional intelligence and empathy
- Commitment to principles of cultural humility in working with diverse communities
- Collaborative

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

Education:

- Bachelor's degree required

Highly preferred:

- Executive Director/CEO experience
- Fluency or proficiency in Spanish
- Working with a volunteer or governing board of directors or served on a board of directors
- Proven ability to achieve advocacy objectives
- Experience managing organizations or departments with a multitude of programs in different locations

Preferred:

- Master's or advanced degree in public health, public administration, healthcare, management, business, social work, or another relevant field
- Ability to help create and achieve goals of a multi-strategy development plan
- Track record of managing change through a transition and/or transformation

COMPENSATION

The salary range for this position is \$155,000 to \$195,000.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of MCN. Interested candidates should apply via email by sending a resume and a letter outlining qualifications as PDF or Word documents to **Paola Ferrate** at **PFerrate@BrakeleySearch.com** with "MCN" in the subject line.

EOE STATEMENT

MCN provides equal employment opportunity without regard to race, color, sex, religion, national origin, age, disability, pregnancy, sexual orientation, gender identity and/or expression, genetic information, ancestry, HIV / AIDS status and/or status a veteran or member of the armed services. MCN conforms to all applicable federal and state laws, rules, guidelines and regulations and provides equal employment opportunity in all employment and employee relations.

BRAKELEY SEARCH is a search firm focused exclusively on the nonprofit sector. As a division of Brakeley Briscoe, Inc. (BBI), the San Francisco Bay Area-based firm works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

www.brakeleysearch.com