

# BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

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POSITION SPECIFICATION

## PRESIDENT & CHIEF EXECUTIVE OFFICER Fred Finch Youth & Family Services *Oakland, CA*

### **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), Brakeley Search 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](mailto:sstaub@brakeleysearch.com).

President & Chief Executive Officer, Fred Finch Youth & Family Services  
[www.BrakeleySearch.com](http://www.BrakeleySearch.com)

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**TITLE:** President & Chief Executive Officer

**ORGANIZATION:** Fred Finch Youth & Family Services (Fred Finch)

**LOCATION:** Oakland, CA

**REPORTS TO:** Board of Directors

### MISSION

Fred Finch Youth & Family Services partners with people and communities to provide culturally responsive services that cultivate mental and physical resiliency and wellness.

### ABOUT

Established as an orphanage in 1891 by Duncan and Eunice C. Finch, Fred Finch was founded on the principle that no one—regardless of their background, financial status, or personal challenges—should be neglected or forgotten. Serving children, youth and young adults in both Northern and Southern California facing significant and complex challenges including trauma, neglect, substance use disorders, domestic violence, mental illness, developmental challenges, and poverty, **Fred Finch believes that family-centered service results in the best outcomes for children and youth.** Whether in specialized residential programs, community-based wraparound programs, community-based mental health programs or housing programs, their mental health, educational, and social services are designed to build on the strengths of each participant.

**Fred Finch programs reach more than 4,000 individuals per year across multiple counties in California.** In line with their mission, each program accommodates each participant's unique needs, and services are available in several configurations including residential treatment; in homes, schools, and community settings; and specialized independent housing. All services are professional, culturally responsive, innovative, and individualized—and they extend unconditional care, support, and opportunity to children, youth, young adults, and their families.

Currently, Fred Finch's budget is over \$40 million dollars and employs nearly 400 staff. Fred Finch is deeply committed to equity, supporting the people they serve in our community, as well those within its workforce who have been traditionally marginalized, discriminated against and underserved.

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## ABOUT THE OPPORTUNITY

Tom Alexander has served Fred Finch for twenty-three years, thirteen as President and Chief Executive Officer. Under Tom's leadership, Fred Finch has grown and introduced new services to serve children and families. The agency is recognized as a beacon of care and trusted partner for counties and other service providers to help the most vulnerable children and youth.

The Board of Directors and senior leadership undertook a strategic process to prepare for the CEO succession and implement a reorganization plan to reflect the agency's goals to position Fred Finch for sustained growth and stability. The incoming CEO will work with the board and senior leadership to execute this plan and make adjustments as needed. The next CEO will assume leadership of an agency with staff who have provided decades of service to Fred Finch and the children and families they serve. With changes to CalAIM and other funding sources underway, diversifying and strengthening the agency's fiscal stability will be a key priority for the CEO and agency leaders.

The CEO is expected to travel regularly to where Fred Finch provides services, especially in the San Francisco Bay Area and in San Diego County, to develop relationships with key stakeholders as well as represent the agency.

## 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
- Foster an organizational 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 Fred Finch's vision, strategy, and programs among board, staff, volunteers, donors and other key stakeholders, and the communities the agency is serving
- 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 and organizational progress reports to the Board of Directors

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### *Strategic Planning*

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

### *Fundraising*

- Deepen and expand relationships with diverse funding sources, including public agencies, foundations, corporations, and individual donors
- Have demonstrated experience making personal solicitations of major donors
- Demonstrate a proven track record of successful fundraising.
- Be proficient in building relationships with partners, donors and funders.
- Drive key results in fundraising by working with the Vice-President of Development and Board of Directors in a successful fund development plan

### **Professional Experience/Qualifications**

#### Experience:

- 10+ years leadership with managerial, financial, and operational experience as an executive/senior manager
- Background in social services, healthcare, children's services, and/or public policy administration
- 5+ years of experience in an executive leadership role, including management of direct reports and a staff of over 100+
- Budgetary accountability of at least \$20 million
- Experience with oversight of a complex, diverse range of programs or operations
- Experience in managing organizations or departments with programs in different locations
- Experience developing and executing strategic plans for an organization
- Track record of building relationships and working effectively with public partners, funders, business leaders, and the community
- Demonstrated ability to develop, and retain diverse staff and cross-functional teams performing in a high-stress environment
- Proven track record of managing change through a transition and/or transformation
- Demonstrated experience with making personal solicitations of major donors
- Demonstrate a proven track record of successful fundraising
- Be proficient in building relationships with partners, donors and funders

#### Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to publicly advocate on behalf of Fred Finch 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

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- Ability to build relationships with clients, donors, partner organizations and government agencies
- Experience successfully developing relationships with elected officials and advocating at the policy development level to influence legislation that supports the organization's objectives

### Personal Characteristics:

- Compassion for vulnerable people, especially children and families and those with behavioral health needs
- A leader who enjoys being the public face of an organization
- Problem solver and able to make tough decisions
- High degree of emotional intelligence and empathy
- Commitment to principles of cultural humility in working with diverse communities

### Education:

- Master's degree required

### Preferred:

- Experience working for a nonprofit
- Prior Executive Director/CEO experience is highly preferred

### LOCATION OF CEO

The next President and CEO must be based either in the San Diego or Bay Area regions

### COMPENSATION

Fred Finch offers a competitive benefits package. The salary range is \$260,000 to \$290,000 with a bonus to be determined.

### TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of Fred Finch. Interested candidates should apply via email by sending a resume and a letter outlining qualifications as PDF or Word documents to Chelsea Burr at [CBurr@BrakeleySearch.com](mailto:CBurr@BrakeleySearch.com) with "President & Chief Executive Officer Fred Finch" in the subject line.

### EOE STATEMENT

Fred Finch Youth & Family Services (FF) is an equal opportunity employer and is committed to providing and maintaining a work environment which is free from illegal discrimination and harassment of employees, applicants and others.

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