



POSITION SPECIFICATION

CHIEF EXECUTIVE OFFICER

Sierra Vista Child & Family Services

Modesto, CA

Leadership Search Partners

is a search firm focused exclusively on the nonprofit sector. 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 scott@leadershipsearch.com.



TITLE: Chief Executive Officer

ORGANIZATION: Sierra Vista Child & Family Services

LOCATION: Modesto, CA

REPORTS TO: Board of Directors

MISSION

We strengthen families and communities by transforming lives!

VISION

A Commitment to Caring!

CORE VALUES

Our values are fundamental to our mission. They are the foundation of our agency and shape the culture and define the character of our organization.

Excellence

We hold ourselves to the highest standards of performance and continually push ourselves to do more.

Professionalism

We meet the ethical and technical standards in our field and show compassion and respect for others at all times.

Integrity

We are honest and straightforward: our actions and operations are transparent.

Collaboration

We produce results not through our actions alone, but in partnership with clients, community organizations, and one another.

Dedication

We meet our commitments to clients, partners, and the community with reliability and dedication.



ABOUT THE ORGANIZATION

Founded in 1972, Sierra Vista Child & Family Services (Sierra Vista) provides an array of services to children and families throughout the Central Valley. Services range from a perinatal substance abuse program to non-public schools to adult and family counseling. Sierra Vista offers 28 different programs, each meeting various needs that children and families may experience with mental health challenges or other crises. Please visit Sierra Vista's website to see the depth and range of services offered by Sierra Vista at www.sierravistacares.org

Sierra Vista partners with several County departments in providing services to the greater community as well as other organizations. Many of the services offered were pioneered by Sierra Vista to meet a community need.

Sierra Vista is headquartered in Modesto, California. Modesto is in Central California with many recreational activities, such as Yosemite National Park, Lake Tahoe, and the beautiful Pacific Ocean, all within a three hour drive, and sunny weather year-round. Housing and other costs of living make Modesto an affordable and desirable place to live.

ABOUT THE OPPORTUNITY

Reporting to Sierra Vista Child & Family Services' Board of Directors, the Chief Executive Officer (CEO) is responsible for the organization's pursuit of its mission and strategic objectives.

Sierra Vista has been led by CEO Judy Kindle for 35 years. The next CEO will have the opportunity to build upon the growth and accomplishments that Judy and the executive leadership have achieved over the years. Successful candidates will have a track record of public-private partnerships along with a passion for serving children and families. The CEO serves as the public face of Sierra Vista, working closely with government officials at all levels as well as communicating with donors and other nonprofits. The COVID-19 pandemic presents unique challenges for the next CEO as all sectors of society retrench to address the economic, health and social needs of the community.

Responsibilities

Organizational Leadership and Management

- Lead the organization in the development and implementation of long-term vision, strategies, and plans
- 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, responsibility, 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 Sierra Vista's vision, strategy, and programs among board, staff, volunteers, donors and other key stakeholders, and the community at large
- Cultivate and maintain strong working relationships with government agencies that Sierra Vista contracts with for services

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 expand the organization
- Oversee the presentation of financial and organizational progress reports to the Board of Directors

Strategic Planning

- Develop and 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
- Drive key results in fundraising by working with the Director of Development, Board of Directors, and volunteers in an aggressive and successful fund development campaign, using strategies that are unique to the changing circumstances of the community

Professional Experience/Qualifications

Experience:

- 8+ years of managerial, financial, and operational experience as an executive/senior manager in a nonprofit organization or public agency
- 4+ years of experience in a senior leadership role, including staff management of 5+ direct reports and a large staff, and budgetary accountability of multi-million dollar budgets
- Experience with oversight of complex, diverse programs and/or operations
- Track record of building relationships and working effectively with public partners, funders, business leaders, and the community
- Demonstrated ability to inspire, develop, and retain staff
- Experience developing and executing strategic plans for an organization or public agency



Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to publicly advocate on behalf of Sierra Vista and the people it serves
- Big picture thinker who understands how to increase, diversify, and optimize multiple funding sources
- Financial management and analytical skills
- Visionary, creative, and entrepreneurial abilities
- Ability to plan and execute on specific metrics to achieve organizational goals
- Ability to build relationships with clients, donors, partner organizations and agencies

Personal Characteristics:

- Belief and commitment to a culture of caring
- Compassion for vulnerable people
- Dynamic and charismatic leader who enjoys being the public face of an organization
- Problem solver and comfortable making tough decisions
- High degree of emotional intelligence and humility

Other:

- Willingness to relocate to the Modesto, CA area

Education:

- A Bachelor's degree is required, with Master's degree or higher preferred

Preferred:

- Understanding and involvement with community-based behavioral health and/or social services programs
- Previous Executive Director/CEO experience
- Spanish fluency or proficiency
- Proven track record of managing change through a transition and/or transformation

COMPENSATION

A highly competitive compensation and benefits package will be made available to the qualified candidate. Relocation assistance is negotiable.

TO APPLY

Leadership Search Partners is conducting this search on an exclusive basis on behalf of Sierra Vista Child & Family Services. For immediate consideration, interested candidates should apply via email by sending a resume and cover letter as PDF or Word documents to Search Coordinator Chelsea Burr at chelsea@leadershipsearch.com, with "Sierra Vista CEO" in the subject line.

Inquiries may be made, in confidence, to Search Consultant Scott Staub at scott@leadershipsearch.com.



Sierra Vista Child & Family Services is an equal employment opportunity employer.

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