



MAKING MEMORIES. CHANGING LIVES SINCE 1924

CHIEF EXECUTIVE OFFICER IDEAL PROSPECT PROFILE

Hands In 4 Youth is a non-profit organization committed to inspiring young people from diverse backgrounds to be fully engaged in school and life and to have the opportunity and choice to pursue their dreams. Hands in 4 Youth is looking for a visionary nonprofit leader to serve as its next CEO.

HANDS IN 4 YOUTH



For 100 years, Hands in 4 Youth, home of Camp Vacamas, has been lifting up at-risk and underserved children, giving them experiences they never dreamed were possible. In 1924 a group of teachers, social workers, and businesspeople recognized that children living in poverty in a NYC neighborhood needed a respite. In response, they began providing summer camp opportunities for children from working-poor families so that they could benefit from the fresh air, sun, exercise, and healthy lakeside environment. Today, Hands In 4 Youth builds on its history with a year-round calendar of programming, from summer camp to school-year retreats to daily after-school enrichment programs.

Our programs prepare youth ages 7 to 17 for fuller engagement in school and life. We are educators in critical areas of social development and self-awareness: traits that lead to higher performance in school and the real world.

The development areas around which we build our programs are Social Intelligence, Self-Efficacy, and Educational Prowess. Short-term behavioral outcomes in each area are predictors of long-term changes that lead to



more positive conduct, stronger academic performance, and healthy social development.

Our guiding principle is that a young person's development and success can most effectively result through the practice of setting and pursuing goals, living responsibly in the world, reflecting on achievements and failures, and taking progressive action toward their goals.

We have tested this theory and measured our impact by evaluating our staff and program practices and conducting pre- and post-surveys of our participants with very positive results. Our aim is to seize and promote the science behind our century of youth development magic.

THE ROLE OF THE CHIEF EXECUTIVE OFFICER

The CEO is the chief executive officer of the organization. The CEO reports to the Board of Directors and is responsible for the organization's consistent achievement of its mission and financial objectives.



Overall Responsibilities:

- *Assure, in collaboration with the Board, that the organization has a long-range strategy that achieves its mission and toward which it makes consistent, timely progress.*
 - *Oversee/supervise all HI4Y programs, direct change as needed, and develop new programming pursuant to the long-range strategy.*
 - *Provide leadership in program development and organizational and financial planning, carrying out the plans and policies authorized by the Board.*
- *Maintain official records and documents and ensure compliance with all governmental regulations.*
 - *Maintain a working knowledge of developments and trends in the field.*
 - *Maintain and nurture the organization's current relationships with other participants in the field and develop new relationships and partnerships that potentially benefit Hands In 4 Youth.*
 - *Take an active role and direct fundraising and development efforts.*

IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate will have a bachelor's degree in a related field. In addition, the organization seeks candidates who have at least 5 years in Executive Leadership positions, ideally with an organization that provides youth development programming.



In addition, the ideal candidate will have demonstrated:

- *Strategic leadership and visionary thinking with the ability to act strategically and anticipate the potential needs of the organization.*
 - *Ability to develop and implement a strategic vision.*
 - *Has a robust approach to youth development with knowledge and experience in youth development programs such as afterschool programs, day or overnight camps, Boys and Girls Clubs, and YMCAs.*
- *Ability to employ an inclusive leadership style committed to mentoring and developing leaders within the organization.*
 - *Positive energy and passion for the mission*
 - *Strong business-mindedness with financial acumen and an Entrepreneurship approach to program/business development.*
 - *Experience with nonprofit board governance.*
 - *Success in fundraising and in creating a culture of philanthropy.*
 - *Effective communication and brand-building abilities, along with experience with public speaking, professional networking, and all forms of communication with staff and stakeholders*
 - *Excellent people skills in communicating and developing relationships with all stakeholders, including clients and their families, all levels of staff, board members, donors, governmental officials, and a network of community providers*
 - *Understanding of culture building and change management principles, organizational dynamics, and issues in leading and managing in times of change, especially as they relate to complex organizations.*



COMPENSATION

Hands in 4 Youth is prepared to offer attractive compensation that includes a salary of \$120,000 but is negotiable depending on experience, housing, and a competitive benefits package.

CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position, please send a cover letter and resume to Jim McGuirk (jim@ccmspartners.com) or Joe Costa (joe@ccmspartners.com). If you would like to discuss the opportunity further or would like to recommend a candidate, please contact Jim via email or by phone at (518) 949-3356 or Joe at (415) 531-0090.

