

BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

POSITION SPECIFICATION

EXECUTIVE DIRECTOR

Safely Home

Bedford, OH



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, Stacey Konner, CDR, CPSP, CDSP

is leading this search assignment. Inquiries may be made, in confidence,
to Stacey Konner at skonner@brakeleysearch.com.

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TITLE: Executive Director

ORGANIZATION: Safely Home

LOCATION: Bedford, OH

REPORTS TO: Board of Directors

ABOUT SAFELY HOME

Safely Home is a children's residential treatment center, licensed by the Ohio Department of Job and Family Services and accredited by the Commission on Accreditation of Rehabilitation Facilities. Their mission is to bring healing and growth to children with histories of behavior problems who have experienced emotional, physical, and sexual abuse. Safely Home's objective is to help each child cope with their past, as well as help them develop life skills, behaviors and strategies which will enable them to be successful in life and able to maintain rewarding relationships with others in their future. Safely Home's primary goal is the reunification of each child with a family who will offer them a safe and loving home environment.

ABOUT BEDFORD, OHIO

A suburb of Cleveland, Ohio, Bedford is a great place to live and raise a family. Cleveland and its vicinity are affordable with a relatively low cost of living. In addition to Bedford's beautiful historic downtown, the 2,200-acre Bedford Reservation features a deep gorge with picturesque vista and waterfalls, trails for hiking, mountain biking and horseback riding, picnic areas, and a golf course. The area also offers great museums, arts & culture, restaurants, and entertainment.

ABOUT THE OPPORTUNITY

Reporting to Safely Home's Board of Directors, the Executive Director is responsible for the organization's pursuit of its mission and strategic objectives.

Safely Home was founded in 1995 by visionaries George Purgert and Terry Purgert, who believe in the family model of "raising" vulnerable youth versus just "taking care" of them. Today, George and Terry are still deeply involved in Safely Home with George as the current President/CEO, but George is retiring.

The next Executive Director will have the opportunity to build upon the growth and accomplishments that George, the leadership team, staff, and board have achieved over the years. With a budget of \$3M and 40 staff, Safely Home has 4 buildings and is financially sound. The Executive Director serves as the public face of Safely Home, working closely with government officials at all levels as well as communicating with funders and the community.

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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 give strong direction in policy formulation and interpretation
- Serve as a compelling spokesperson for Safely Home's vision, strategy, and programs among board, staff, donors and other key stakeholders, and the community at large
- Cultivate and maintain strong working relationships with government agencies that Safely Home contracts with for services

Fiscal Management

- Develop, manage, and monitor organizational budget in partnership with the Board of Directors
- Strategically link revenues and resource allocation to fulfill the needs of 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

Professional Experience/Qualifications

Experience:

- 5+ years of progressively-increasing responsibility and accomplishments in a nonprofit organization
- Background in social services, mental health and/or youth
- 3+ years of experience in a senior leadership role, including staff management of 5+ direct reports and a large staff, and budgetary accountability
- Experience with oversight of complex, diverse programs and/or operations

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- Track record of building relationships and working effectively with public partners, funders, and the community
- Demonstrated ability to inspire, develop, and retain staff
- Experience developing and executing strategy and vision for an organization
- Understanding and/or involvement with community-based behavioral health and/or social services programs
- Experience and/or familiarity in residential care

Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Big picture thinker who understands how to increase, diversify, and optimize multiple funding sources
- Financial management and analytical skills
- Ability to plan and execute on specific metrics to achieve organizational goals

Personal Characteristics:

- Belief and commitment to a culture of caring
- Compassion for vulnerable children and adolescents with histories of neglect, trauma, and abuse
- 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 and experience with diversity, equity, inclusion, and belonging

Other:

- Living in or willingness to relocate to the Bedford, OH, area

Education:

- Bachelor's degree is required

Highly Preferred:

- Experience managing organizations or departments with multitude of programs in different sites/locations
- Experience managing budgets with multiple funding sources
- Previous Director/Executive Director/CEO experience

COMPENSATION

The starting salary for this position is \$130,000 to \$150,000 with a benefits package. Relocation assistance is negotiable.

TO APPLY

Brakeley Search is conducting this search on an exclusive basis on behalf of Safely Home. 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 with "Executive Director Safely Home" in the subject line.

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EOE STATEMENT

Safely Home, Inc. supports the full intent and goals of Equal Opportunity Employment and assures that all applicants shall be afforded equal opportunities for hiring without regard to sex, race, national origin, religion, color, disability, veteran status, or age.

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