



Executive
CHIEF EXECUTIVE OFFICER/PRESIDENT

JOB POSTING

D. A. Blodgett St. Johns (DABSJ) is engaged in a national search to appoint the next President and Chief Executive Officer to lead this long-standing child welfare agency. The ideal candidate will have experience as a CEO, COO, President, or high-level executive with experience in the field of child welfare, who will lead the organization by inspiring a diverse team of high-performing leaders and staff in fulfilling its mission of helping children and empowering families. The CEO will have overall strategic and operational responsibility for the agency and will foster an environment of trust, accountability, and excellence. The CEO will be committed to the development and implementation of a comprehensive anti-racism strategy to ensure that those within the agency, and those the agency serves, are treated equitably and inclusively in the work of our mission. The CEO will leverage the power of relationships and networks, working across private, public and corporate sectors to advocate on behalf of children and families. The duties of the CEO shall be carried out in a manner that is consistent with the purpose of the Agency and the policies and guidelines approved by the Board of Directors. The CEO is directly accountable to the Board of Directors.

ABOUT DABSJ

D.A. Blodgett St. Johns (DABSJ) is a 150-year old, private, non-sectarian organization with a \$ 14.5 million budget and 250 employees. Our mission is to help children and empower families by providing safety, advocacy, and support. Our vision is to provide a safe, nurturing home for every child, and a supportive community for every family. Our services include foster care, adoption, residential care, mentoring and counseling services. We know that sometimes parents need help raising their kids. We provide a variety of counseling and mentoring services that help families remain stable and healthy. Sometimes, for their own safety, children cannot live with their parents. We help children who have experienced abuse or neglect with shelter and healing therapy. And we find stable families through our foster care and adoption programs.

ESSENTIAL DUTIES & RESPONSIBILITIES

- Creates, communicates, and implements the organization's vision, mission, and overall direction.
- Develops high-quality organizational strategies and plans, ensuring alignment with short-term and long-term objectives.
- Evaluates and oversees the development and operation of quality programs that produce results consistent with the strategy and mission of DABSJ.
- Ensures that the agency complies with all legal, regulatory, and licensing requirements, as well as in-house policies; recognizes potential problems or needs of the organization and collaborates to develop solutions.

- Promotes the agency's commitment to equity, diversity, inclusion, and engagement (EDIE) including by overseeing the development and implementation of a comprehensive anti-racism strategy that reflects the agency's EDIE values.
- Leads and manages the performance of the Leadership Team, which includes the Chief Financial Officer, Chief Operations Officer, Chief Advancement Officer, and Chief Programs Officer.
- Establishes, monitors, evaluates and reports on comprehensive goals and outcomes for the overall performance of the organization.
- Assists with cultivating and soliciting major gifts and pledges from corporation, existing donors, and prospective donors.
- Maintains accountability for the overall fiscal performance and integrity of the organization.
- Serves as ambassador and advocate for DABSJ with the public, stakeholders, donors, community partners, the Board of Directors, staff, and volunteers.
- Develops and maintains effective relationship with the leaders of other local, state, and national human service agencies.
- Demonstrates experience working with culturally and economically diverse communities, particularly the populations served by DABSJ.
- Develops and maintains effective relationships and communications with the Board of Directors.

PROFESSIONAL QUALIFICATIONS AND EDUCATION QUALIFICATIONS

Education and Experience:

1. Minimum of degreed education in human services, non-profit management or equivalent by assessment (Master's degree highly preferred).
2. Minimum of ten years of demonstrated leadership experience in an executive or supervisory capacity.
3. Minimum of five years of demonstrated leadership in a child welfare or human service agency.

OTHER KNOWLEDGE, SKILLS & ABILITIES REQUIRED

- Strong leadership and management skills.
- Strong written and verbal communication skills.
- Ability to adjust quickly to changing conditions and situations.
- Ability to influence others and build effective working relationships with others.
- Knowledge of child welfare and family service programs and applicable state laws and regulations related to these programs.
- Ability to relate to diverse populations and cultures.
- Must be willing to work irregular hours, including evenings, holidays and weekends as required.
- Must submit to Agency background checks.

OUR MISSION

To help children and empower families by providing safety, advocacy, and support.

OUR VISION

A safe, nurturing home for every child, and a supportive community for every family.

VALUES

- **Exceptional Service:** Client-focused and teaming at the center of our work.
- **Equity, Diversity, & Inclusion:** All are welcomed, valued, and belong.
- **Excellence:** Ongoing commitment to learning and improvement.
- **Integrity:** Responsibility and ownership of our actions and results.
- **Creativity:** Imagination, innovation, and intelligent risk taking.
- **Passion:** Relentless positive energy toward our mission and vision.

TO APPLY

Send a cover letter and resume or curriculum vitae to CEOsearch@dabsj.org