

YWCA of the City of New York

New York, NY

ywcanyc.org

Chief Executive Officer

BACKGROUND: The YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all. The YWCA of the City of New York (YW) addresses the critical needs of New York City women and empowers them for success and leadership in their lives, jobs and communities. The YW focuses on underserved families through job training; educational child care and after school programs; partnerships with business, government and other not-for-profit organizations; and advocacy on behalf of the clients the YW serves.

The YWCA dates back to 1858, and was based on a concept developed earlier in the UK. Today, the YW serves approximately 5,000 women and their families each year, and focuses its resources on helping communities in need with four affordable high-quality childcare centers in Manhattan, Staten Island and Brooklyn, and after school programs in lower Manhattan, Coney Island and Brownsville, Brooklyn. The Family Resource Center ensures that the YW has a role in continuing to shape generations of women and children to come. The YW is independently owned and operated, and connected to a worldwide network of sister YWCAs that serve 25 million people in 122 countries.

The YW has a fiscal year 2011-12 operating budget of approximately \$9.7 million. Of this, nearly \$5.7 million is received through government grants and contracts. Additional sources of revenue include non-government grants, program service fees, and philanthropic support from individuals, corporations, foundations, special events, and legacies. A key priority for the organization at this time is significant growth in contributed income.

THE OPPORTUNITY: The CEO provides strategic leadership and direction to fulfill the YW's mission, improve and expand programs, and assure the organization's financial viability and growth. In cooperation with the Board, s/he will focus on operationalizing the strategic plan (now in its third year); increasing visibility and awareness of the YW's new direction: *cementing the YW's core strengths*; assessing and expanding programs for women; assuming a leading advocacy role; and expanding to new markets. The CEO will have the primary responsibility to work with all YW constituents and supporters to identify and secure the needed financial resources to achieve these goals.

The next CEO will join a long-standing, successful organization with a distinct, well-known and respected brand. S/he will position the YW as a key, visible "go-to" organization in the field, at the forefront of anticipating and addressing the evolving needs of women and families.

REPORTING RELATIONSHIPS: The Chief Executive Officer reports to and works closely with the Board of Directors. Reporting to the CEO is a team of 40 that includes the Vice President of Operations, Human Resources and Administration; Vice President/Director of Finance; Vice President of Development & External Affairs; Vice President, Programs; Director of Information Technology; and their respective staff.

IDEAL QUALIFICATIONS: Proven success leading a major not-for-profit organization (the search committee will consider corporate and government leaders with extensive not-for-profit board leadership and private source fundraising experience); demonstrated ability to work collaboratively and effectively with a volunteer board of directors; an established track record of fundraising success in major gift philanthropy and the entire range of development tactics and strategies; experience with government/public funding sources; a "connector" with proven ability to foster and grow public and private business partnerships; a strategic thinker capable of forecasting short- and long-term objectives; business and financial management skills; an excellent communicator able to articulate the YW's mission to a broad range of constituents and serve as an ambassador for the organization; success leading and motivating staff and volunteers; a commitment to developing a culturally and ethnically diverse staff; experience in the NYC human services community or related field; undergraduate degree required, advanced degree preferred; entrepreneurial and creative; polished, charismatic and engaging; well-honed relationship building skills; sound judgment, integrity and maturity; a strong work ethic and drive to succeed; ability to attend numerous community events, including some evening and weekend activities; ability to travel for business-related purposes.

Compensation will be competitive and commensurate with experience and accomplishments. Kindly direct all inquiries to Howe-Lewis; do not contact the YWCA. Nominations and applications will be considered in confidence and should be sent via e-mail to:

YWCA@howe-lewis.com

Or apply online at www.howe-lewis.com/assignments.html