

# Chief Executive Officer

JAFCO

Sunrise, FL

Salary: \$250,000 - \$275,000

## BACKGROUND

### The Organization

JAFCO's mission is to provide care, safety and support to children and their families within the Jewish community and beyond who are impacted by abuse, neglect, trauma, or developmental disabilities...giving every child a place to belong.

JAFCO provides a full continuum of high-quality services including foster care, adoption, family preservation, mentoring, independent living and developmental disability programs. The JAFCO Children's Village, consisting of an Emergency Shelter and six Group Homes, is one of the most unique and innovative programs in the nation. The JAFCO Children's Ability Center supports families raising children with developmental disabilities by providing family enrichment, resources, and respite care all within one state-of-the-art center. JAFCO FamilyMatters also provides family strengthening and support services to families in the Greater Philadelphia area. JAFCO also has an agreement with the State of Israel's Ministry of Labor, Social Affairs and Social Services to assist the Israeli government in finding and supporting children who have been abducted from Israel and are believed to be located in the United States.

For more information about JAFCO, please visit [jafco.org](http://jafco.org).

### The Position

Upon the retirement of its longstanding, founding CEO, JAFCO is seeking a strategic and mission-oriented executive to provide leadership for the continued success of the organization. The CEO will be responsible for maintaining the high quality of services to the individuals and families that JAFCO supports while fostering growth in programs, teams, boards, and donors.

The CEO will directly supervise an established leadership team of 6 and oversee 200 staff who serve the Tri-County area of South Florida as well as its program in the Greater Philadelphia area. The CEO will report to the JAFCO Foundation Board of Trustees, and work closely with, the various JAFCO Board of Trustee entities (Foundation, JAFCO Village, Children's Ability Center, and Family Matters).

## POSITION PRIORITIES

1. Build connection to the mission by learning the history and stories of JAFCO
2. Be the face of JAFCO by creating a presence in the community, building relationships, and raising awareness
3. Cultivate a strong and transparent working relationship with the four Boards of Trustees; create a lay leadership pipeline, and encourage the involvement of younger lay leaders
4. Expand the donor base and work to diversify funding streams (government, Medicaid funding, individual donors, foundations, etc.) to ensure the short and long-term financial health of JAFCO
5. Build the talent pipeline and work to create advancement and growth opportunities for staff
6. Expand to other locations the JAFCO child welfare model which empowers communities (rather than government agencies) to care for the needs of abused, neglected and abandoned children and support children with disabilities and their families

# ROLE OVERVIEW

## Strategic Vision & Leadership

- Partner with the Board and staff to communicate the vision and mission of JAFCO
- Drive the execution of a strategic plan by implementing needed structure and resources; develop and hold the team accountable for key performance metrics
- Maintain overall responsibility, accountability, and authority for the management of day-to-day operations of JAFCO and its programs
- Promote a culture that goes above and beyond to meet the needs of children and families



## Financial Oversight & Resource Development

- Ensure fiscal oversight, accountability, and sustainability
- Oversee the organization's budget in collaboration with and approval of the JAFCO Foundation Board of Trustees
- Work to advance the organization's strategic goals by diversifying and deepening funding sources
- In collaboration with development staff, cultivate and steward existing donors as well as potential donors; work to bring in the next generation of donors into the JAFCO family

## Board & Team Management

- Mentor, coach and develop the executive leadership team with an emphasis on developing capacity for collaboration and strategic decision-making; foster a culture of delegation and autonomy across all levels of staff
- Improve staff professional development strategies so that staff understand their career trajectory with JAFCO; engage staff and board on succession planning for key roles
- Cultivate a strong working relationship with the Boards, ensuring that they will be empowered to implement strategic goals and actively engage in governance responsibilities

## Community Relations

- Serve as a public ambassador, spokesperson, and thought leader at conferences, events, panels, media appearances, etc. to raise awareness of JAFCO and its innovative child welfare model
- Cultivate existing and new partnerships with external stakeholders (e.g., government, corporations, community organizations)

Year Founded	Budget and Assets	# of Staff	Current Areas Served
1992	\$16M and \$52M	200 Staff	Palm Beach, Miami-Dade, Broward Counties; Greater Philadelphia

## THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

<b>Drives Vision and Purpose</b> Paints a compelling picture of a vision and strategy that motivates others to action.	<b>Strategic Mindset</b> Seeing ahead to future possibilities and translating them into breakthrough strategies.	<b>Instills Trust</b> Gaining the confidence and trust of others through honesty, integrity, and authenticity.
<b>Communicates Effectively</b> Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.	<b>Stakeholder Focus</b> Building strong stakeholder relationships and delivering targeted solutions.	<b>Interpersonal Savvy</b> Relating openly and comfortably with diverse groups of people.

### Additional Qualifications and Characteristics

- Deep passion for the mission of JAFCO and serving children and families
- Proven track record leading large and complex mission-driven organizations
- A culture and team builder who motivates others and has demonstrated success in fostering a diverse, inclusive, and collaborative environment
- Understands the Jewish communal world and has worked in spaces founded in Jewish values
- Knows how to build deep relationships in order to connect with current donors and cultivate new donors; knows how to steward and make a case for giving
- Can connect with a diverse Jewish community (beliefs, age, participation, etc.)
- A skilled communicator, with the ability to build strong, transparent relationships with diverse stakeholders, including Board, staff, as well as clients, and families
- Proven experience with financial management, with experience managing and diversifying funding sources (individual and institutional donors, events, government funders)
- Deep knowledge of outreach and engagement with a variety of stakeholders (donors and organizations to fund); understands how to enter a community and build relationships
- Charismatic, trusted, inspirational, empathetic, authentic leader with a strong moral compass that will go above and beyond for children and families
- Understands and appreciates a Trauma Informed Care Model and Person-Centered Approach into all procedures, practices, and daily interactions

## WHO WE ARE

### Work Environment

Work primarily from JAFCO's main office in Sunrise, Florida. This is an "exempt" executive position that will likely require working more than 40 hours per week, including some evenings, weekends and travel.

## COMPENSATION AND BENEFITS

### Salary

\$250,000 - \$275,000

- Comprehensive health plan with Blue Cross Blue Shield of Florida, dental benefits through Sun Life Financial, and vision benefits with VSP – covered at 100% for employee and family
- Flexible Spending (FSA) and dependent care (DCA) accounts
- 403b Retirement Plan with employer match after 1 year of service
- Life Insurance
- Vacations, Sick Time, Paid Holidays and Floating Holidays

## TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application. We encourage candidates of all backgrounds to apply even if you do not meet all the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us throughout May and June.

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[Submit an application](#)