



Chief Executive Officer

NYC Outward Bound Schools

New York, NY

Salary: Starts at \$250,000



**NYC OUTWARD BOUND
SCHOOLS**

Equitable, Immersive and Joyful Learning

BACKGROUND

The Organization

Why can't school be more like an Outward Bound course? For over 35 years, this foundational question has guided NYC Outward Bound Schools in partnering annually with 70+ NYC public schools across all five boroughs to support equitable, immersive, and joyful learning experiences.

Our approach to working with students and schools is grounded in the understanding that social, emotional, and academic development (SEAD) are innately interconnected to support young people to thrive in college, career, and life. Our programs focus on creating immersive, deeper learning experiences that help students develop SEAD competencies in all spaces — including their classrooms, communities, and the outdoors.



In schools, we support student belonging, agency and engagement by coaching educators and school leaders to implement Instruction for Deeper Learning and Crew, our signature advisory structure. Outdoors, we provide catalytic adventure and community building programming for students.

Since our founding, our diverse and committed staff have supported nearly 300,000 students in unique ways to develop the knowledge and skills to lead with confidence and curiosity, persist in the face of challenges, and live fulfilling lives.

NYC OBS provides transformative educational experiences in communities that have been historically marginalized and our results are strong. Our overall graduation rates regularly surpass the city average by 10+ percentage points. Each year nearly all NYC OBS graduates are accepted to college. Through our unique approach to teaching and learning, we bring out the best in students, teachers, and school leaders throughout New York City.

To learn more about NYC Outward Bound Schools, visit <https://www.nycoutwardbound.org/>

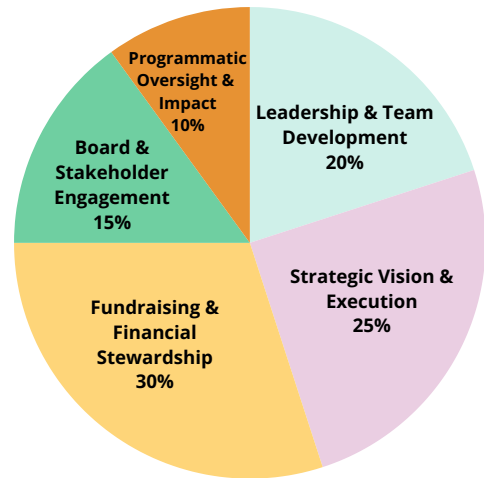
The Position

NYC Outward Bound Schools seeks a dynamic and inspirational Chief Executive Officer (CEO) to lead the organization into its next phase of evolution and growth. Building on the organization's strong foundation, the CEO will provide strategic leadership to inspire team excellence, strengthen programmatic outcomes, and expand partnerships. A key responsibility will be to spearhead fundraising efforts to secure the resources necessary for sustainable growth and continued impact.

The ideal candidate will have a passion for and connection to our mission and the students NYC OBS serves, with a particular interest in experiential and outdoor learning models. The CEO will be a skilled relationship-builder who can effectively engage diverse stakeholders at all levels, including staff, educators, policymakers, and donors, to further NYC OBS' mission and strategic priorities.

Fundraising and Financial Stewardship

- Develop and implement a comprehensive fundraising strategy and ensure effective fundraising operations that include revenue diversification, donor identification, and effective donor cultivation and stewardship
- Establish a strong fundraising culture where every team member understands and contributes to the organization's financial stability and growth
- Work with development staff and consultants to build strategic partnerships with foundations, individual donors, and corporations
- Oversee financial management, including budgeting and resource allocation, in collaboration with the executive committee and the head of finance, to maintain a balanced budget and build reserves to ensure long-term stability and support organizational growth.



Strategic Vision and Execution

- Develop and communicate a compelling, forward-looking vision for the organization, ensuring this vision is embedded in all aspects of the organization
- Act as NYC OBS chief external spokesperson, communicating its vision and work to key stakeholders – including donors, partners, educators, policymakers, and the media – to build a strong, unified brand identity
- Partner with the Board and staff to continue to advance and execute NYC OBS' strategic plan, assessing progress toward goals and refining the plan as needed
- Assess and improve operational efficiency through an evaluation of NYC OBS' operations, focusing on areas such as staffing, processes, and financial management. Implement operational improvements to streamline functions and increase overall effectiveness

Leadership and Team Development

- Build, inspire, and lead a diverse and high-functioning executive team, ensuring alignment around the organization's vision and values
- Build cohesion and foster collaboration across teams, ensuring alignment with the organization's strategic priorities
- Foster an organizational culture that is built on trust, values communication and transparency, and is deeply committed to the mission of NYC OBS
- Lead by example to inspire a results-driven environment that embraces innovation and change, while promoting collaboration and accountability
- Advance NYC OBS' focus on DEI, ensuring DEI principles are embedded in the organization's culture and programming

Board and Stakeholder Engagement

- Serve as the primary liaison between the Board of Directors and the executive team, ensuring strong board engagement, effective governance and transparent communication
- Create meaningful opportunities for board engagement and connection to NYC OBS programs, staff, and partners
- Lead as a sought-after spokesperson and thought leader, engaging key external stakeholders, including community leaders, policymakers, donors, the NYC Department of Education, and other educational partners to advance the organization’s mission and expand its influence



Programmatic Oversight and Impact

- Ensure NYC OBS programs are mission-aligned, of the highest quality, and impactful, with a focus on measurable outcomes
- Set KPIs, milestones, and measurable goals, ensuring the organization’s programs, partnerships, and operations are in alignment with its long-term strategy vision
- Lead and implement multi-pronged partner acquisition strategies and operations to expand school partnerships and expand student impact in New York City
- Drive innovation in programming and partnerships to expand NYC OBS’ reach and impact in schools and among teachers and students across the city
- Ensure programs address and undo structures that perpetuate inequity in schools

Organizational Budget	Direct Reports	Total Staff
\$7.8M	8	50 including contracted and seasonal staff

THE IDEAL CANDIDATE

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

Drives Results	Builds Networks	Instills Trust
Consistently achieving results, even under tough circumstances	Effectively building formal and informal relationship networks inside and outside the organization. Seeing ahead to future possibilities and translating them into breakthrough strategies	Gaining the confidence and trust of others through honesty, integrity, and authenticity
Builds Effective Team	Communicates Effectively	Drives Vision & Purpose
Building strong teams with a strong identity that apply their diverse skills and perspectives to achieve common goals	Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of difference audiences	Painting a compelling picture of the vision and strategy that motivates others to action

Additional Qualifications

- Strong fundraising experience (including major gifts, institutional funding, and corporate partnerships), as well as managing development strategies
- Sound financial acumen and the ability to oversee the financial health of an organization, with experience in budgeting, forecasting, and ensuring operational efficiency
- Experience executing long-term strategic plans, with a focus on organizational growth, program expansion, and impact
- Ability to build and manage strategic partnerships and relationships with diverse community stakeholders
- Experience working with a Board of Directors to support strong engagement, governance, and accountability
- Organizationally savvy, with experience leading an organization through change and growth
- Exceptional leadership skills, with demonstrated experience building high-performing and collaborative teams, developing staff and empowering leaders
- An understanding and passion for outdoor education, experiential learning, and educational equity
- A deep commitment to diversity, equity, and inclusion; practiced in equity-centered leadership
- Knowledge of the education ecosystem and communities served by NYC OBS is preferred; experience working within the NYC DOE landscape also a plus

WHO WE ARE

Work Environment

NYC Outward Bound schools is a hybrid work environment. The leadership team requires some days on site in our Long Island City offices each week.

NYC Outward Bound Schools is an equal opportunity employer. We prohibit discrimination against, and harassment of, any employee or applicant for employment because of race, color, religion, sex, gender, pregnancy, genetic information, ethnic or national origin, sexual orientation, marital status, familial status, military or veteran status, qualified individuals with a disability on the basis of the disability, or any other category which may be protected under applicable state or federal law.

COMPENSATION AND BENEFITS

Salary

Compensation starts at \$250,000 and will align with market rates based on candidate experience. It includes an incentivized bonus structure and comprehensive benefits including medical, dental vision, and a generous paid leave schedule.

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 by early November.

Lori Clement
Principal, Client Engagement
lclement@drgtalent.com

Jessica Black
Senior Talent Consultant
jblack@drgtalent.com

[Submit an application](#)