

# **Executive Director**

## **Brooklyn Community Services**

**Brooklyn, NY**

**Salary: \$300,000 – \$315,000**

### The Organization

Since its founding in 1866, Brooklyn Community Services (BCS) has been guided by the principle of neighbors helping neighbors. Rooted in the struggle for social justice, BCS partners with people to overcome obstacles on their pathway toward self-determination and works to dismantle barriers that perpetuate inequitable systems.

As one of the largest multi-service social service organizations in Brooklyn, BCS employs more than 400 full- and part-time staff and reaches over 14,000 people each year. The organization strengthens communities by supporting educational success for children, developing leadership among youth, promoting employment and housing stability for adults, advancing opportunities for individuals living with disabilities, and empowering seniors and families.

BCS offers comprehensive, holistic services that respond to community needs and foster resilience. These include:

- Early childhood education
- Youth development and afterschool programs
- Family services
- Workforce development
- Community living and life skills programs for adults with intellectual and developmental disabilities and/or mental health concerns
- Health and wellness programs
- Supportive housing and shelter
- Adult basic education and ESOL
- Disaster recovery case management and relief services

Through direct action, advocacy, and enduring commitment to Brooklyn's communities, BCS continues its legacy of igniting change and building a more just and equitable future.

Budget	Organizational Scope	Staff Size
\$30M+	50 Programs across 28 sites	400+

### The Position

The next Executive Director (ED) of Brooklyn Community Services will step into leadership at a defining moment in the organization's history. With nearly 160 years of service to Brooklyn communities and a staff of more than 400, BCS plays a critical role in addressing poverty, advancing equity, and providing a wide range of social services.

The ED will be charged with guiding BCS into its next era of stability and growth. They will work closely with the Board of Directors, staff, and community partners to ensure the organization's long-term sustainability, raise its visibility as a leader in social services, and strengthen its capacity to deliver programs that meet the evolving needs of Brooklyn's communities. This is a rare opportunity for a visionary and grounded leader to take the helm of a storied institution, steward its financial and organizational health, and serve as an influential voice for equity and justice in New York City.

In the first 12–18 months, the Executive Director will be expected to:

- **Strengthen Financial Stability:** Consolidate recent progress in the finance department, ensuring sound systems, timely reporting, and a sustainable financial model.
- **Advance Major Projects:** Oversee the completion of the Turning Point Brooklyn, Inc. and Astella merger (or an alternative approach) to preserve housing and programs; lead the redevelopment of BCS's 285 Schermerhorn headquarters.
- **Strategic Planning:** Partner with the Board and staff to launch and implement a new three-year strategic plan that sets a clear vision and priorities for the organization.
- **Raise Public Profile:** Increase visibility of BCS's work and impact, positioning the organization as a recognized leader in social services across Brooklyn and New York City.
- **Expand Housing Development:** Ensure the successful execution of the Atlantic Avenue supportive housing project and lay groundwork for future development initiatives.

## ROLE OVERVIEW

### Strategic Leadership & Vision

- Partner with the Board to set organizational direction, ensure alignment across programs, and drive a clear strategic plan.
- Provide steady, visible leadership during times of transition and position BCS as a thought leader in social services.

### Organizational & Financial Management

- Build and support a high-performing executive team and staff, fostering a culture of transparency, inclusion, and professional growth.
- Oversee all operations and systems to ensure efficiency, compliance, and continuous improvement.
- Ensure financial sustainability through sound fiscal management, contract oversight, and revenue diversification.

## ROLE OVERVIEW (cont.)

### Programs & Impact

- Ensure the delivery of high-quality, compliant services across BCS's portfolio of programs.
- Regularly evaluate program effectiveness, scaling initiatives that advance mission and sunsetting those that do not.
- Lead capital and housing initiatives, including the redevelopment of BCS headquarters and expansion of supportive housing projects.

### External Relations & Advocacy

- Serve as the chief spokesperson for BCS, strengthening its public profile and visibility across Brooklyn and New York City.
- Build relationships with government agencies, elected officials, funders, and community leaders to advance BCS's mission and policy agenda.
- Lead fundraising efforts alongside the development team, engaging government, philanthropic, corporate, and individual supporters.

### Board Partnership & Governance

- Serve as the primary liaison to the Board of Directors, providing counsel on strategy, policy, and performance.
- Support effective Board recruitment, development, and engagement.

## THE IDEAL CANDIDATE

**The ideal candidate for the Executive Director position possesses the following competencies:**

<b>Strategic Leadership</b>	<b>Financial Acumen</b>	<b>Organizational Management</b>
Provides clear vision and direction.	Ensures fiscal health and sustainability.	Builds strong teams and systems.
<b>Advocacy &amp; External Relations</b>	<b>Fundraising &amp; Resource Development</b>	<b>Community Connection</b>
Elevates BCS's voice and influence.	Secures diverse funding and support.	Grounds decisions in Brooklyn's needs and equity.

## THE IDEAL CANDIDATE (cont.)

### Experience & Expertise

- At least 10 years of senior executive leadership, ideally as an Executive Director or senior leader of a large, complex nonprofit, government, or advocacy organization.
- Proven experience overseeing finances, budgets, and operations in organizations of comparable size and complexity.
- Demonstrated success in fundraising and resource development, including cultivating individual donors, foundations, corporations, and managing government contracts.
- Experience leading large teams of professionals; skilled at building and mentoring strong executive teams.
- Background in human services, housing development, education, youth development, or related social service fields preferred.
- Master's degree in a relevant field (MPA, MSW, MBA, or equivalent) strongly preferred.

### Leadership & Skills

- Strategic thinker with the ability to set a clear vision and motivate others toward ambitious goals.
- Strong communicator, able to engage diverse audiences including staff, funders, government, and community leaders.
- Skilled in negotiation, partnership-building, and advocacy with key government and community stakeholders.
- Entrepreneurial and innovative mindset, with the ability to grow programs, partnerships, and impact.
- Steady and sound judgment, especially in times of complexity or crisis.

### Values & Personal Characteristics

- Deep passion for the mission of BCS and authentic connection to the communities of Brooklyn.
- Commitment to diversity, equity, inclusion, and building a workforce that reflects the population served.
- Collaborative and transparent leadership style, able to inspire trust and foster a culture of accountability.
- Integrity, empathy, and resilience, with the ability to make tough decisions when necessary.
- Belief in continuous learning and improvement, using data and measurement to drive outcomes.

## WHO WE ARE

### Work Environment

Brooklyn Community Services fosters a collaborative and mission-driven workplace. Our team of more than 400 staff members brings diverse skills and perspectives to serve communities across Brooklyn. The Executive Director will work closely with the Board, senior leadership, and external partners in a dynamic environment that balances strategic vision with hands-on leadership. BCS values transparency, open communication, and continuous learning, and supports staff growth through professional development and opportunities to lead.



## WHO WE ARE (cont.)

### Our Commitment to Diversity, Equity, & Inclusion

BCS is deeply committed to building and sustaining a workforce that reflects the diversity of the communities we serve. We believe that equity, inclusion, and belonging are essential to fulfilling our mission. We welcome candidates from all backgrounds and experiences and encourage applications from individuals who bring new perspectives to our leadership. BCS is an equal opportunity employer and does not discriminate on the basis of race, ethnicity, religion, gender, sexual orientation, gender identity, age, disability, veteran status, or any other protected status.

## COMPENSATION AND BENEFITS

### Salary

\$300,000 - \$315,000

### Benefits

We offer a competitive benefits package designed to support your health, financial security, and work-life balance, including:

- Generous paid vacation, sick leave, and holidays
- Comprehensive health coverage, with optional dental and vision plans
- 403(b) retirement plan with employer match
- Employer-paid life and long-term disability insurance, plus optional supplemental coverage
- Flexible Spending Accounts and pre-tax commuter benefits
- Employee Assistance Program and financial coaching
- Referral bonus program and credit union membership
- Eligibility for Public Service Loan Forgiveness

## 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 of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by November 2025.

Omar Lopez  
Principal  
[olopez@drgtalent.com](mailto:olopez@drgtalent.com)

[Submit an application](#)