



**Position:** Chief Executive Officer  
**Reports to:** Board of Directors  
**Work Location:** 285 Schermerhorn Street, Brooklyn  
**Hours:**  Full Time

### **About Brooklyn Community Services:**

Brooklyn Community Services (BCS) recently celebrated its 150th anniversary as an anchor social services organization in Brooklyn, NY. Since 1866, the pursuit of equity has defined BCS's mission, which is to empower at-risk children, youth and families, and adults with mental illness or developmental disabilities to overcome the obstacles they face.

BCS envisions ONE Brooklyn Community, where all members of the community can access an excellent education, job opportunities, safe and affordable housing, and quality and affordable health care and wellness programs. Today, BCS employs over 600 staff (280 full-time), and attracts over 800 volunteers each year. Including its recent strategic alliance with Turning Point Brooklyn, BCS programs now reach over 20,000 individuals at 28 locations throughout Brooklyn.

An annual budget of \$35M supports a comprehensive portfolio, including early childhood education, after-school education, youth development, family counseling and case management, community centers, immigrant services, workforce training, mental health recovery and support, shelter and supportive housing, HIV/AIDS outreach, and senior services and community supports for adults with intellectual/ developmental disabilities.

In 2017, BCS received the Nonprofit Coordinating Committee/NY Community Trust Nonprofit Excellence Award (Gold Prize). Among the exceptional management practices singled out by the Award's sponsors were: strong, transparent, and accountable fiscal management; development of a diverse, equitable, and inclusive organization with a staff that is diverse at all levels and represents the communities served; a messaging strategy that connects with a Brooklyn audience, effectively incorporates organizational values, and empowers and engages clients, volunteers, and community members; and the nurturing of a culture of data and outcomes-thinking throughout its programs.

Over the course of the past six years, BCS has embraced transformative change, becoming a more resilient, innovative, financially secure, and diverse organization. BCS today is programmatically strong, fiscally solid, and fully engaged with the communities it serves.

For more information on Brooklyn Community Services, please visit [www](http://www.wearebcs.org). For more information on Brooklyn Community Services, please visit [wearebcs.org](http://wearebcs.org).

### **The Opportunity:**

Brooklyn Community Services seeks a dynamic, dedicated individual as its next Chief Executive Officer (CEO). Reporting to a Board of Directors, the CEO will be a vibrant leader with the ability to advocate successfully and passionately on behalf of BCS in the public and private sectors. The CEO will bring proven management expertise and experience in community-based service programs, youth development, educational support, mental health, housing development, and/or other social service disciplines. The CEO must be a hands-on leader, strategic and analytic thinker, and problem solver who responds to challenges effectively, with sound judgment, high integrity, and a sense of humor.

The CEO must also demonstrate fundraising ability and have a successful track record of working with government, philanthropic, and nonprofit organizations, as well as in overseeing complex financial operations. The CEO must demonstrate a clear vision and excellent negotiation and communication skills, so as to ensure

successful presentations before elected officials, public agency administrators, client and community audiences, and corporate/philanthropic funders. The CEO will also work closely with the Board of Director and staff to promote an open, inclusive environment emphasizing collaboration and teamwork.

Ideal candidates will bring a connection to the Brooklyn community and a passion for serving the residents of Brooklyn.

Specifically, the CEO will be responsible for the following duties:

- Build, administer, and lead a team of executives, managers, and staff; ensure programmatic excellence, superior financial management, and effective communication and engagement strategies; maintain a flexible and responsive management structure to foster thorough review and timely, collaborative decisions on programs and policies.
- Work with the Board to develop, communicate, and sustain a clear vision, mission, and strategy for the organization; provide information, advice, and counsel to assist the Board in setting strategic direction and establishing appropriate policies to further the strategic plan and accomplish goals.
- Keep BCS at the forefront of the delivery of comprehensive services that are rooted in the neighborhoods of Brooklyn; extend BCS's reach into new programs that address emerging needs.
- Develop and implement policies to ensure the successful recruitment and retention of staff with a wide range of experience and skills; encourage a culture of transparency, diversity, and inclusiveness; foster opportunities for career growth.
- Oversee financial management, including the development of BCS's annual budget; allocate resources for optimal effectiveness and efficiency; ensure fulfillment of all contractual and regulatory obligations.
- Provide guidance to the Board and oversee the ongoing redevelopment of BCS's new headquarters, along with other major program expansions underway; working closely with design, construction and legal consultants, oversee major facilities planning/construction effort.
- Serving as BCS's chief spokesperson, position BCS as a thought-leader within the social service and public policy community throughout New York City; develop and maintain relationships with key figures in the governmental, nonprofit, and private sectors.
- Guide and implement fund development strategies aimed at identifying, cultivating, and securing government, foundation, and corporate grant support; lead BCS's major and individual donor cultivation; engage with leaders in corporate, government, and philanthropic sectors to promote support for BCS.
- Provide strategic direction to support effective communications, outreach, community organizing, and advocacy strategies; engage with media and promote visibility for BCS with diverse audiences citywide.
- In consultation with the Board, develop and administer prudent, effective strategies for continuous quality improvement, risk management, internal evaluation, and compliance across all aspects of BCS operations, including programs, finances, HR, property management, and technology.

**Candidate Profile:**

Ideal candidates will be seasoned, collaborative, and communicative leaders who understand how to move a diverse range of stakeholders forward through clear communication, inspiration, and motivation. Successful candidates will bring previous leadership in the human services arena, exceptional organizational and people management skills, and a keen eye for business acumen as it relates to leading a large organization.

Desired qualifications include the following:

## **Skills and Experiences**

- Deep knowledge of social services and the role that they play in an urban setting.
- At least 10 years of increasingly responsible executive leadership experience in a large community, nonprofit government, and/or advocacy organization (or within a similarly diverse enterprise).
- Thorough understanding of nonprofit finance and of all relevant public and private funding streams such as contract procurement and administration, rate-based/managed care payment mechanisms, and grants.
- Excellent leadership and management skills, including the ability to manage a strong Executive Team, to steward and develop a committed Board, and to serve as the leader of a large, geographically dispersed staff.
- Dynamic and effective interpersonal and communications skills; outstanding ability to develop rapport and build collaborative relationships with staff, stakeholders, and funders.
- Experience fundraising and growing revenue with private sector donors, including individuals, foundations, and corporations; experience negotiating and managing government contracts.
- Exceptional project management skills; the ability to drive simultaneous, complex stakeholder projects to measureable success; experience negotiating and overseeing real estate ventures is a plus.
- An entrepreneurial approach to growth and impact, including a demonstrated ability to forge dynamic partnership and coalitions.
- Master's degree in relevant field (MPA, MSW, MBA) strongly preferred.

## **Personal Characteristics and Values**

- Passion for the mission of BCS with an authentic appreciation for the historical role that the organization serves in Brooklyn and the opportunities tied to the changing landscape of Brooklyn Leadership style characterized by charisma and the ability to inspire and motivate.
- Appreciation of and commitment to building and maintaining a workplace that reflects the population served by the organization.
- Comfort navigating complex issues and making difficult decisions, often in high-pressure situations.
- Commitment to leveraging data and measurement to ensure continued improvement in services and efficiency.
- Ability to maintain calm and steadiness during times of crisis or complication.
- Visionary leadership with the ability to identify and leverage key opportunities.

***Koya Leadership Partners has been exclusively retained for this search. To express your interest in this role, please submit your resume and a thoughtful letter of interest here <https://koya.refineapp.com/jobPosting/apply/1945>. All inquiries and discussions will be considered strictly confidential.***

*BCS is an equal opportunity employer with a deep commitment to diversity and inclusion throughout the staff. BCS strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ applicants.*

*Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education, and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information, visit [www.koyapartners.com](http://www.koyapartners.com).*