

# BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

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POSITION SPECIFICATION

## CHIEF EXECUTIVE OFFICER

La Cheim

*El Sobrante, CA*

### **Brakeley Search**

formerly known as Leadership Search Partners,  
is a search firm focused exclusively on the nonprofit sector.  
As a division of Brakeley Briscoe, Inc. (BBI), Brakeley Search works with  
local, national, and international nonprofits to help them hire exceptional senior-level leaders.

### **Managing Director, Scott Staub, ACFRE**

is leading this search assignment. Inquiries may be made, in confidence,  
to Scott Staub at [sstaub@brakeleysearch.com](mailto:sstaub@brakeleysearch.com).

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**TITLE:** Chief Executive Officer

**ORGANIZATION:** La Cheim

**LOCATION:** El Sobrante, CA

**REPORTS TO:** Board of Directors

## **MISSION**

La Cheim's mission is to be a premier provider of high-quality health, education, and support services, and a strategic community partner in the disruption of health, social, academic, and ecological inequities.

## **ABOUT**

For five decades, La Cheim has been dedicated to delivering comprehensive care through its wide range of programs, extending educational and mental health support across Alameda and Contra Costa Counties, in the San Francisco Bay Area. La Cheim's goal is to increase access and availability of high-quality mental health, educational, and residential services to vulnerable populations in the Bay Area by addressing health and social inequities and strengthening community partnerships through advocacy and inter-agency/community collaboration.

La Cheim's current programs, provide high-quality, transformational programming to diverse and high-risk populations.

## **ABOUT THE OPPORTUNITY**

La Cheim seeks their next Chief Executive Officer (CEO). The CEO will lead a team of 90-100 people, including 7-8 direct reports and an annual budget of over \$7 million. La Cheim currently operates a non-public school which provides integrated mental health care and academic curriculum, a Short-Term Residential Therapeutic Program (STRTP), a licensed and certified residential program for seriously emotionally disturbed adolescents, a Community Mental Health Center, providing a Partial Out-Patient hospitalization program and Intensive Out-Patient services, and Therapeutic Behavioral Services (TBS) administered in homes, schools, and out in the community.

La Cheim is seeking an experienced Chief Executive Officer to lead the organization into its next phase of growth and impact. La Cheim is well respected among the community and positioned for an exciting leap into a promising future. This is an excellent opportunity to lead the organization strategically and offer vision and guidance to drive the organization forward!

## Key Responsibilities

### *Organizational Leadership and Management*

- Lead the organization in the development and implementation of long-term vision, strategies, and goals
- Oversee all programmatic, operational, financial, and fundraising activities of the organization
- Manage and inspire staff, leading the team toward a common goal
- Foster an organizational culture of results, learning, innovative thinking, accountability, and collaboration
- Maintain an effective and collaborative working relationship with the Board of Directors as a whole and with individual board members
- Serve as the principal resource to the Board of Directors and its key committees and give strong direction in policy formulation and interpretation
- Serve as a compelling spokesperson for La Cheim's vision, strategy, and programs among board, staff, volunteers, donors and other key stakeholders, and the community at large
- Cultivate and maintain strong relationships and strategic partnerships with major donors, foundations, institutions, and state, and county appointed officials

### *Fiscal Management*

- Develop, manage, and monitor organizational budget in partnership with the Chief Financial Officer and the Board of Directors
- Strategically link revenues and resource allocation to facilitate and manage agency and programmatic growth
- Oversee the presentation of financial and organizational progress reports to the Board of Directors

### *Strategic Planning*

- Develop and execute a strategic plan, including strategy and vision, in conjunction with the Board of Directors and the senior leadership team

### *Fundraising*

- Work to develop a big picture plan to diversify funding streams and establish a culture of philanthropy within the organization
- Deepen and expand relationships with diverse funding sources, including public agencies, foundations, corporations, and individual donors
- Collaborate with the Board of Directors to craft and execute a comprehensive fund development strategy, ensuring staffing considerations are integrated seamlessly into the plan to drive impactful fundraising results.

## **Professional Experience/Qualifications**

### Experience:

- 8+ years of senior management experience including leading a senior management team in a nonprofit organization or a public agency with at least 3 years as an executive director/chief executive officer overseeing 3+ direct reports and agency budget of at least \$5 million
- Social services, healthcare, or public/policy administration background
- Understanding and involvement with community-services or health programs
- Experience with oversight of complex, diverse range of programs or operations
- Experience developing and executing strategy and vision for an organization
- Track record of building relationships and working effectively with public partners, funders, business leaders, and the community
- Demonstrated ability to develop, and retain diverse staff, and lead cross-functional teams performing in a high-stress environment
- Working with a governing board of directors or prior service on a board of directors
- Experience in working in an organization that uses Key Performance Indicator's in the management of staff and operations
- Experience managing complex budgets with multiple government funding sources

### Skills:

- Outstanding communicator with excellent speaking, writing, and listening skills
- Ability to publicly advocate on behalf of La Cheim and the people it serves
- Big picture thinker who understands how to increase, diversify, and optimize multiple funding sources
- Strong organizational skills and a business orientation that leverages and optimizes resources
- Able to develop and maintain relationships with a wide variety of internal and external stakeholders

### Personal Characteristics:

- Demonstrated compassion for vulnerable people, especially those with mental health issues
- Belief and commitment to culture of caring
- High degree of emotional intelligence and empathy
- Steadiness and resilience through change and facing challenges
- Comfortable making tough decisions
- Entrepreneurial, problem solver; strategic and decisive to create new programs
- Collaborative

### Education:

- Bachelor's degree required

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## Highly Preferred:

- Proven track record of managing change through a transition and/or transformation
- Commitment to and experience with justice, diversity, equity, and inclusion; valuing and harnessing the power of diversity
- Proven ability to help create and achieve goals of a multi-faceted development plan
- Experience building relationships with donors
- Experience developing alliances and partnerships with like-minded organizations

## Preferred:

- Master's degree in public health, psychology, healthcare management, business, social work, or another relevant field
- Knowledge of Bay Area philanthropic community
- Record of success in developing and maintaining productive, collaborative relations with funders
- Knowledge of technology and how it can be used for greater efficiency and improved services
- Experience managing organizations or departments with multitude of programs in different locations

## **COMPENSATION**

The salary range for this position is \$185,000 to \$195,000. La Cheim offers generous benefits in addition to competitive compensation.

## **TO APPLY**

Brakeley Search is conducting this search on an exclusive basis on behalf of La Cheim. Interested candidates should apply via email by sending a resume and a letter outlining qualifications as PDF or Word documents to Chelsea Burr at [CBurr@BrakeleySearch.com](mailto:CBurr@BrakeleySearch.com) with "Chief Executive Officer La Cheim" in the subject line.

## **EOE STATEMENT**

La Cheim is committed to diversity in its programming and in creating a staff reflective of the populations of the San Francisco Bay Area, and will not discriminate against applicants, employees, or unpaid veterans. We encourage and actively recruit applicants representing the diversity of race, color, age, sex, race, religion, national origin, sex/gender expression and physical ability.

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