



# Opportunity Profile

Executive Search for:

**Chief Executive Officer**



## **Chief Executive Officer**

Children's Home Society

<http://chssd.org>

Sioux Falls, SD

Children's Home Society (CHS) of South Dakota is seeking a Chief Executive Officer to continue its 125-year legacy of service to children, individuals, and families.\*

The Chief Executive Officer will be responsible for operational oversight, the education and engagement of the CHS Board of Directors, leading and supporting the executive team, helping to develop mission-related strategies, cultivating community and governmental partnerships, and always—always serving as a kind and welcoming ambassador for Children's Home Society.

This role will be both challenging and rewarding as the Chief Executive Officer will lead and steward the mission of empowering children, adults, families, and communities to be resilient, safe, healthy, and strong. It will require strong moral character, focused vision, effective leadership, accountability, strategic planning, and an ability to value the work of all staff who are committed to maintaining standards of excellence in their work.

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*\*Established in 1893 as an orphanage for abused and abandoned children, CHS is South Dakota's oldest human services nonprofit organization. Today, CHS provides emergency shelter, residential treatment and special education, forensic interviews, foster care and adoption services, and prevention programs. In addition to serving victims of child abuse and domestic violence, CHS also partners with caring parents to help children with emotional or behavioral needs.*

## KEY RESPONSIBILITIES TO ACHIEVE SUCCESS

- **Strategy and Execution** – Facilitate the creation of a focused, actionable strategy to ensure relevant stakeholders are working together to execute the plan.
- **Lead and Manage the Team** – Retain and develop a strong and competent leadership team and ensure team members report high levels of confidence and trust, team cohesiveness, and engagement.
- **Operational Oversight** – Oversee operations and create the optimal structure client outcomes and efficiently achieve organizational goals.
- **Fiscal Oversight and Stewardship** – Steward the financial affairs and manage risk to maintain and improve the fiscal health of the organization.
- **Development and Fundraising** – Collaborate with and support the development director and foundation staff to develop and enhance relationships with donors, funders, payors, and key partners.
- **Board Development and Support** – Proactively recruit, consistently engage, and provide timely, useful, and accurate information to support the Board of Directors' effective governance of the organization.
- **Brand Ambassador** – Increase brand awareness and engagement through effective messaging, outreach, relationship-building, and public speaking.

## **REQUIREMENTS OF THE POSITION**

- Outstanding leadership and management skills to drive and achieve results through cohesive teams
- Utilize effective processes to make decisions
- Ability to hold self and others accountable to commitments, actions, and goals
- Exceptional interpersonal skills, effectively communicating, building rapport and relating well to all kinds of people, both internally and externally
- Must be able to work well with a wide variety of individuals and teams
- Treat others fairly, regardless of personal biases or beliefs; diplomacy in interactions, ultimately conducting business in a manner that supports the mission
- A strong advocate for employee development and coaching
- Bachelor's degree in business administration, social services, behavioral health, or related
- Master's degree preferred
- Seven years of relevant leadership experience preferred

## **COMPENSATION AND BENEFITS**

The comprehensive benefits package for this position includes:

- Competitive salary based on experience
- 8% company contribution to retirement pension plan
- Health, dental, and vision insurance
- Group life and accidental death and dismemberment insurance
- Paid time off
- Employee assistance program
- Short and long-term disability
- Ten paid holidays

## **THE SEARCH**

Sagency, a Midwest-based leadership consulting and executive search firm, has been retained by Children's Home Society to conduct this search in partnership with a search committee. Sagency consultants will review and evaluate all interested parties to help our client review a final group for consideration. The search will be facilitated by Mike Meagher and Tami Kilzer of Sagency.

The search will be conducted in a professional manner and all potential candidates will be given consideration. Candidate conversations and information will be handled with great discretion and confidentiality. Sagency and our client are equal opportunity employers.

If after reading this Opportunity Profile you believe your experience, skills, and passion may be a strong match for this role, we would like to engage with you. Please read below for the first part of the application and selection process.

## **THE APPLICATION AND INTERVIEW PROCESS**

Step 1: Interested candidates complete the online application by visiting:

<http://bit.ly/2PFzrzB>

- Copy and paste a cover letter and resume
- The online application will be posted until the position is filled. If you are interested in the position, please inquire as soon as possible.

Step 2: A Sagency Search Consultant will schedule a 30-45-minute interview (phone or in person) with qualified candidates.

Step 3: A Sagency Search Consultant will schedule an additional 60-minute with specific candidates.

Step 4: After this initial interview process with Sagency, qualified candidates will be asked to complete an online assessment prior to scheduling an interview with our client.

Step 5: First round interviews with Children's Home Society.

Please contact Tami Kilzer at 701.371.3324 or [tami@sagencytalent.com](mailto:tami@sagencytalent.com) or Mike Meagher at 701-388-0650 or [mike@sagencytalent.com](mailto:mike@sagencytalent.com) with any questions. Thank you for your time and interest in this position.