

Job Title	Chief Executive Officer
Employer/ Agency	Covenant House Texas
Job Description	<p>The CEO should be a visionary leader who can see the long-term goals of the organization and strategically plan for the next 5-10 years. They should be able to inspire and motivate staff and stakeholders. Mission-orientation is absolutely essential for the next CEO. This includes understanding the needs of the homeless youth served and ensuring the programs are effective and impactful. The ideal candidate will possess strong people, operational, and financial management skills, with experience leading these functions for a comparably-sized organization. They should have experience working with a Board of Directors and developing and executing a strategy that enables an organization to be visionary, but also realistic, in its approach. The CEO should bring a proven track record of building partnerships with, and cultivating funds from, a variety of sources, including individuals, foundations, corporations, and government agencies. They should have a strong capability to learn and connect with the greater Houston community.</p> <p>Development</p> <ul style="list-style-type: none"> • Increase the overall budget and increase the percentage of the budget raised locally from diverse sources • Direct fundraising energy to secure private and public sector funding necessary for the operations and growth of Covenant House Texas, working with already-established contacts in the Houston community • Develop and nurture internal and external relationships with key constituencies, including all programs and departments, government officials, and the donor community • Establish and maintain personal relationships with key donors to encourage ongoing support; continue building a constituency that extends beyond the current donor base • Work collaboratively with Covenant House International to promote development and fundraising efforts and jointly implement fundraising strategies that will sustain and grow Covenant House Texas' programs <p>Strategic Planning and Leadership</p> <ul style="list-style-type: none"> • Act as an advocate on behalf of homeless, runaway, trafficked, and at-risk youth. • Shape the vision, direction, and strategy of CHT in close association with Covenant House International, the local board, and the senior staff. • Act as a chief spokesperson for CHT, representing the mission to the media, prospective donors, government agencies, staff, etc. • Develop and manage a strong core leadership team to ensure effective management of all aspects of the CHT operation • Provide inspiring leadership to strengthen CHT's brand and services in the local community and state. • Foster spiritual values and traditions consistent with the mission statement • Create and sustain a diverse and inclusive work culture where all team members are supported and can thrive <p>Fiscal Management</p> <ul style="list-style-type: none"> • Oversee the finances and operations of CHT, including the formation of the annual budget. • Steward the organization's resources appropriately and protect the financial sustainability of the organization. Analyze and evaluate the financial viability of potential new projects/grants and ensure they align with CHT's overall strategic vision. • Safeguard, verify, and maintain accountability of assets. • Promote services that are cost-effective, and work cooperatively with the development efforts promoted by Covenant House International headquarters.

Qualifications	<ul style="list-style-type: none"> • Proven track record of success building authentic relationships with external stakeholders and fundraising from a variety of sources, including government agencies, individuals, foundations, corporations, and more. Can effectively represent Covenant House Texas to the community and clearly articulate the organization’s value proposition. • Brings senior leadership experience within an organization at scale with strong operational and financial management experience, ideally in the nonprofit sector. • Proven experience developing and executing a strategic plan: consistently measuring progress, iterating where necessary, and holding themselves and the team accountable to achieving critical benchmarks. • Brings a professional, or personal, passion for mission-driven or community-driven work. Experience working in/with homelessness, faith-based, and/or youth services, or a tangential subject area preferred but not required. • Curious, empathetic, and willing to listen; low ego; an inspirational storyteller • Understands the realities and nuances of leading through change but brings an innate sense of optimism about the future and how Covenant House Texas can evolve for greater impact. Resilient in their efforts to steward the organization and its staff.
City, State, Zip	Houston, TX
Contact Person	<p>Management Team</p> <p>Abby Gorman Email: agorman@heidrick.com Mobile: 610-389-2262</p> <p>Les Csorba Email: lcsorba@heidrick.com Mobile: 713-751-3047</p> <p>Elliana Sinykin Email: esinykin@heidrick.com Mobile: 414-232-2132</p>
Application Method	Nominations and applications should be directed to: CovenantHouseTexasCEO@heidrick.com
Opening Date	Immediately

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