

Chief Executive Officer

Job Description

ORGANIZATION

Hope Rising - Houston, TX

SUMMARY OF THE POSITION: The Chief Executive Officer (CEO) is a visionary leader giving direction to the organization and upholding its philosophy and mission while achieving its strategy, annual objectives, and goals. The CEO oversees a staff of 9 (and quickly growing) professionals and a budget of \$2.5 M.

The Chief Executive Officer reports to the Board of Directors.

ORGANIZATIONAL OVERVIEW

Hope Rising is a 501 c 3 religious nonprofit organization. It was founded in 2012 and established in 2014 as an anti-human trafficking organization in Brenham, TX with a mission *to provide long-term care and recovery for minor children who have been rescued from human sex trafficking and exploitation*. A new aspect of the Hope Rising growth involves the establishment of the Stabilization and Assessment Center in New Caney, north of Houston.

CULTURE: Hope Rising strives for an employee culture to reflect our values:

- *accountable to the community, our clients and to each other
- *results driven
- *inclusive and transparent
- *impactful and innovative
- *collaborative, connected and inspiring
- *continuous learning
- *life-changing positive relationships
- *servant leadership

HOPE RISING CORE SERVICES: Hope Rising is a Child Placement organization. It provides long-term trauma-informed aftercare services in certified foster care homes, and the transitional living to aged-out-of-foster care young adults.

The ideal leader will have strong interpersonal skills, a professional, enthusiastic, genuine personality, effective communication skills, a capacity to build and maintain respectful and trusting relationships, and an ability to engage in productive, meaningful conversations with the community.

CEO ESSENTIAL RESPONSIBILITIES:

- 1) Establish a consistent vision and mission, and develop strategies and objectives to achieve the mission:
 - Work with the Board of Directors to develop a shared vision for the future of the organization.
 - Build understanding around the mission and develop appropriate objectives, goals, and long-range strategies to advance that mission. Match strong operational practices with good governance practices.
- 2) Act as ambassador and connector in the community for Hope Rising and its vision and mission.
 - Represent the organization in the community to build awareness of its mission, acting as a positive, energetic ambassador and spokesperson on behalf of the organization.
 - Work collaboratively and build strategic partnerships with key community and regional organizations with interests and similar mission to Hope Rising.
- 3) Be a positive and engaged leader of staff, creating an inclusive, transparent, and collaborative work environment.
 - Create and support a results-driven organization, hire committed and competent management team, provide direction, guidance, coaching and development to staff.
 - Actively engage in working toward a culture of high trust and collective outcomes.
 - Oversee the organization and model leadership with the highest level of ethics and integrity.
- 4) Provide leadership to all fundraising efforts and initiatives.
 - Bring passion and commitment to fundraising efforts; act as “Chief Fundraiser” for the organization.
 - Identify and cultivate relationships with major corporate, philanthropic, governmental, and individual donors.
 - Actively engage the Board of Directors in all fundraising efforts and initiatives.
 - Lead and oversee major fundraising campaigns, work with board committees, development consultants, and other resources to set and achieve goals for fundraising campaigns.
- 5) Provide vision and guidance to the internal operation of Hope Rising and oversee the development of programmatic and operational business plans and measurable objectives.
 - Oversee the organization's budgeting process and asset management activities.
 - Establish the most effective overall agency structure, to achieve results and bring out the best in each team member.

- Measure and evaluate programs; assure relevance and impact of programs and connection to mission.
- Coach and support the senior management group in achieving programmatic outcomes for the agency while assuring an ongoing focus on minors in Hope Rising care and the foster families.
- Display a style of cultural humility, with an understanding and commitment to diversity, equity, and inclusion.

6) Work with the Board of Directors to assist in the governance of the organization.

- Provide guidance in the planning process.
- Provide the board with timely information on issues and trends and on the accomplishment of goals and objectives.
- Provide guidance to various board committees/task forces.

Qualifications

The ideal candidate will be a respected and experience leader with the qualifications to lead this prominent and successful organization into the future.

The candidate will possess a bachelor's degree (master's preferred) in business management, finance and/or behavioral studies, and a proven successful record of 5-7 years of senior executive experience in an organization of a comparable complexity.

LCAA/LCPAA licensing is strongly preferred.

Background, Skills and Abilities

- Knowledge of and ability to provide leadership for all Hope Rising programs, finances, fund development, human resources, facilities, and support services.
- Proven ability to develop, lead and inspire a team of staff and volunteers in a collaborative setting.
- Strong communication skills, including writing, facilitating, and speaking to individuals and groups of all sizes and types.
- Strong interpersonal relations skills with people at all levels and in settings.
- Comfort with ambiguity and complex decision making.

Leadership Characteristics

- Passion and commitment to delivering the highest quality services to the community.
- Impeccable ethics and the highest integrity.
- Results oriented, strategic, and forward-thinking.
- Comfortable with ambiguity and complexity.
- High emotional intelligence, self-awareness, and authenticity.
- Deep understanding, appreciation, and connection with a broad tapestry of backgrounds and cultures.

- Team orientation: encouraging collaboration, transparency, and accountability.
- Genuine, humble with adaptable style and welcoming of feedback and input.
- Sense of urgency: comfortable taking calculated risks and leading through growth and change.

Compensation and Benefits

The compensation range for this position is commensurate with experience and a record of success and includes a target annual salary and participation in the organization's very generous benefits plan.

To apply, please email your cover letter, resume and a desired salary range to careers@hoperisingusa.org. Applications without the requested information will not be considered. No phone calls, please.