



Chief Executive Officer (CEO)

ORGANIZATIONAL MISSION:

Roy Maas Youth Alternatives (RMYA) creates brighter futures for children in crisis by promoting individual success and healthy relationships in a safe, healing environment, giving children and families the tools to end the cycle of abuse. RMYA provides treatment programs for traumatized children who most often are victims of sexual, physical, and/or emotional abuse. The organization supports using trauma-informed techniques and relationship-based approaches to create a safe environment that provides consistency, structure, and caring for the children it serves.

ORGANIZATIONAL OVERVIEW:

RMYA is committed to caring for children and families in crisis. Since 1976, it has provided services to abused, neglected, and high-risk youth through emergency and residential services, a 24/7 drop-in center for youth who have been or are at-risk for sex trafficking, a transitional living program for homeless youth, aged 18-24 years, and counseling services which are offered on a sliding scale to low-income families. RMYA has two campuses. The San Antonio campus addresses shorter-term and transitional needs, while the 42-acre Boerne campus addresses longer-term care. Children are referred from the Texas Department of Family & Protective Services, the City of San Antonio, Family and Youth Service Bureau and other agencies.

RMYA's services help youth navigate through the trauma of physical, emotional and sexual abuse, violence, abandonment and neglect they have experienced through no fault of their own. RMYA provides a safe, supervised residential setting with 24-hour care, on-campus Texas accredited open enrollment charter school, medical care, a nutritious diet, cultural and recreational enrichment programs, individual, family and group counseling services, life skills, and parenting classes. RMYA provides the consistent and comfortable environment necessary for children to significantly improve their behavior and decision-making skills so that they can experience a healthy way of living and ultimately break the cycle of abuse and violence. The RMYA Thrift Shop has been a long-time presence in the community, supplying the children and programs with needed items and is an additional source of income for the organization. Administrative and program offices are located in San Antonio, Texas. The organization is led by an active 17-member board and employs approximately 175 full and part time staff with a \$12 million budget.

POSITION SUMMARY

The CEO reports to the Board of Directors.

The Chief Executive Officer (CEO) is the key management leader of RMYA. At the direction of the Board of Directors, the CEO establishes and carries out the mission and strategic vision and is responsible for overseeing the administration, programs, and strategic plan of the organization. Key duties include fundraising, marketing, and community outreach, and government relations.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

- **Organizational Leadership**

- Assures the organization's strategic vision, mission and core values are implemented and achieved through its programs and services.
- Works with the board and staff to define and communicate mission, vision, values and ethical standards
- Works with the board and staff to ensure development and maintenance of the organization's culture, reputation and image
- Ensures the organization adheres to nonprofit norms for business conduct
- In partnership with board and staff, provides guidance in developing programs, organizational and financial plans and ensures compliance with federal, state and local regulations
- Communicates job requirements, expectations and RMYA's vision to all employees
- Negotiates contracts for services with federal, state, and local agencies.
- Ensures compliance with all applicable federal and state employment laws
- Hires and supervises: Chief Operating Officer, Chief Financial Officer, Chief Administrative & Development Officer, Senior Director of Program Leadership, and the Senior Director of Compliance & Quality Assurance. There is a dotted-line relationship to the Charter School Superintendent, who has a Governing Board to which he reports directly

- **Networking/Donor Engagements**

- Cultivates and solicits donors and develops alternative revenue streams
- Identifies, cultivates and solicits prospective donors, key leaders and corporate partners
- Builds effective relationships with top community leaders in all sectors
- Promotes culture of fundraising at staff and board level

- **Financial Management/Sustainability**

- Interprets and applies financial and accounting practices and procedures to a nonprofit organization having multiple programs receiving funding from various sources
- Manages and budgets infrastructure, including facilities

- **Strategic Planning/Action**

- Utilizes an entrepreneurial business mindset to lead a strategic planning process resulting in improved efficiency, program expansion, effectiveness and sustainability of the organization's budget
- Establishes objectives, implements strategies, manages and identifies obstacles and emerging trends and plans to address/communicate them

- **Communications**

- Develops long-term relationships with leaders of DFPS, other licensing agencies, and organizations to influence their impact on RMYA and its finances
- Utilizes excellent oral and written communication skills to create unity, inspire and motivate staff and donors
- Communicates effectively and in a timely manner with the Board
- Clearly and effectively communicates RMYA's organizational mission to all constituents

EDUCATION, EXPERIENCE AND TRAITS REQUIRED:

Education

- Bachelor's Degree Required, Master's in Business Administration (MBA) Preferred

Experience

- 7+ years in a supervisory role, preferably in non-profit organizations
- Effective management of budgeting, finance, and facilities infrastructure
- Proven track record of effective fundraising
- Strong proficiency in financial management, interpretation and application of financial and accounting practices and procedures preferably for nonprofit organizations with diverse revenue streams
- Proven capability in leading a strategic planning process.

Traits

- Financial acumen, including the role of finance in strategic performance management
- An entrepreneurial business mindset that applies innovative thinking to problem solving
- Excellent oral, interpersonal and written communication skills.
- Ability and desire to connect with people of all ages and backgrounds
- Understanding of the region's unique and rich culture and history

COMPENSATION:

Roy Maas Youth Alternatives offers a competitive benefits package. Overall compensation will be commensurate with talent, experience, and education. *Roy Maas Youth Alternatives is an Equal Opportunity Employer*

INSTRUCTIONS FOR APPLICATION

Résumés, cover letters and references will be accepted until **5 p.m. CDT on Thursday, April 15, 2021**. We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone without prior consent, nor will reference contacts be made until mutual interest has been established.

To apply for this position, please email your résumé and cover letter. Please indicate the name of the position for which you are applying in the subject line of your email.

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