

# MORRIS & BERGER

## Position Description

### CHIEF EXECUTIVE OFFICER

#### CHILD ABUSE LISTENING MEDIATION (CALM) Santa Barbara, CA

#### THE ORGANIZATION

Founded 45 years ago, Child Abuse Listening Mediation (CALM) provides comprehensive child abuse prevention, assessment and treatment services to children, adults and families throughout Santa Barbara County. CALM has as its vision a community in which children are free from abuse and so are prepared to work productively, be good citizens and lead healthy lives. CALM's dedicated staff addresses all aspects of child abuse and neglect: home- and school-based prevention programs, forensic expertise, evidence-based treatment programs for children and families, help for families when children are about to be removed from the home, and support to families and foster parents when children are removed. CALM serves the County through offices in Santa Maria and Lompoc, with headquarters in Santa Barbara. CALM is fiscally strong and growing, with an operating budget of \$7 million, an endowment of \$12 million, and outstanding, well-established relationships with its government and donor partners. For more information, please visit [www.calm4kids.org](http://www.calm4kids.org)

The Board of Trustees recently approved a three-year, \$10 million comprehensive campaign based on a feasibility study by The Alford Group, to fund its strategic plan.

#### RESPONSIBILITIES OF THE POSITION

Reporting to the Board of Trustees, the chief executive officer is responsible for sustaining, building and delivering CALM's mission and assuring its financial security. The CEO is responsible for developing the operating plan for the organization and managing the budget. The successful candidate will take the lead role in fundraising and development activities, as well as relationships with government agencies. CALM's CEO serves as its primary spokesperson and the public face of the organization. Reporting to the CEO are the: Chief Program Officer, Chief Financial Officer, Chief Administrative Officer, and Chief Development Officer.

Major responsibilities include, but are not limited to the following:

- Define the strategic direction of CALM consistent with its vision, mission and culture.
- In partnership with its very experienced senior management team, maintain and enrich CALM's strong, distinctive culture and operational values; motivate a diverse, culturally competent, top quality staff to do the difficult work required in child abuse treatment and prevention; and ensure a nurturing environment for all staff. Provide opportunities for continued education, training and professional development and promote self-care activities that create a positive organizational climate. Ensure its programs are data-

driven evidence-based practices, consistent with its mission and relevant to the community.

- Communicate effectively with the Board of Trustees, providing them with timely and accurate information and facilitating the Board's operations and administration. Contribute to the selection and recruitment of new board members.
- Working closely with the development staff and the Board of Trustees, lead the three-year, \$10 million comprehensive campaign to sustain and grow existing donors, and establish new relationships with prospective donors.
- Working with the CFO, oversee the development of CALM's budget, manage within the budget, and keep the Board of Trustees regularly informed of the financial status of the organization. Ensure that appropriate accounting and controls are in place for all funds and assets. Understand and implement risk management for the organization including financial, personnel and property risks.
- Serve as the primary spokesperson for CALM throughout the County in order to promote CALM's mission by clearly articulating its programs and impact on the community.
- Develop, maintain and strengthen strategic relationships both in and outside the community, specifically with the County and State governments, community leaders, the judicial system, law enforcement, educators, and other community service organizations. Seek opportunities for collaboration with all these groups.

## **DESIRED TRAITS AND CHARACTERISTICS**

The CEO will demonstrate a deep commitment to CALM's mission. The successful candidate will be strategic and entrepreneurial, seeing the big picture, identifying opportunities, and marshalling resources. The ideal candidate will have strong operational and financial experience. Candidates should have a demonstrated knowledge of fund development and have experience working with a variety of funding sources including government agencies, foundations, and individual donors. The CEO must be comfortable with public visibility and be an effective public speaker, projecting energy and enthusiasm. Strong interpersonal skills with a collaborative, engaging, energetic, and motivational style are expected.

The CEO will be a compelling, credible leader who can move an organization forward by inspiring and motivating people while being an active and intuitive listener who builds genuine relationships with staff, board, donors, and community and government partners. The ideal candidate will maintain exceptional performance standards while practicing a nurturing and mentoring management style with staff. The CEO must be an authentic, trustworthy, and transparent leader who values consensus building and collaboration. The successful candidate will be an enabler and facilitator, a confident and focused individual for whom the ownership of ideas is less important than achieving the best results from a collaborative effort. The CEO

should lead the organization in its commitment to working with diverse populations and embracing other cultures.

### **CAREER PATH LEADING TO THIS POSITION**

Leading candidates will have seven to ten years of demonstrated success in senior management of a direct human services organization and have a proven track record of supervising a staff as an effective team. Prior success in the development of human service programs, fundraising and board relations is essential. Candidates with experience working and managing the administration of grant and contract funded programs and state-funded health insurance programs are preferred. Leading candidates with experience leading and supporting an organization through change and infrastructure improvement to support growth is desired. The chief executive officer should have a commitment to the professional development of staff as well as to community involvement and partnership building. While experience with child and adolescent programs would be ideal, candidates with other types of human service experience will be considered. Fluency in Spanish is a plus.

### **EDUCATION**

An advanced degree is preferred, ideally in social work, psychology or management.

### **COMPENSATION**

Salary and benefits will be commensurate with qualifications and experience. If needed, relocation assistance is negotiable.

### **TO APPLY**

Please direct inquiries, nominations, and applications, including resumes and cover letters detailing your interest in the position to:

Karin Stellar  
Morris & Berger  
500 North Brand Boulevard, Suite 2150  
Glendale, CA 91203  
Telephone 818-507-1234 – Fax 818-507-4770  
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*Electronic submission is encouraged*