

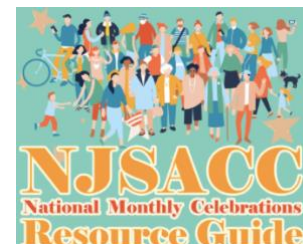


CHIEF EXECUTIVE OFFICER (CEO) IDEAL CANDIDATE PROFILE

[NJSACC](#) is the Statewide Network for New Jersey's Afterschool Communities. Founded 40 years ago as a grassroots coalition of stakeholders in education, government, industry, not-for-profit, health and human services to improve the quality of the growing field of afterschool, NJSACC promotes and supports the development, continuity and expansion of out-of-school time programs. NJSACC is recruiting a dynamic education professional to become its next Chief Executive Officer (CEO).

NJSACC

NJSACC envisions a state where every child has access to high-quality out-of-school time programs to strengthen youth, families and communities.



NJSACC works to:

- Build a strong network for afterschool program professionals in NJ.
- Provide training conferences, workshops and information services.
- Offer technical assistance, at no cost, for the development, expansion and improvement of afterschool programs throughout NJ. Technical assistance means that we are available to field questions, help programs identify resources and activities, and generally troubleshoot challenges they experience.
- Work closely with state and local officials to define appropriate NJ State regulations and legislation.
- Establish professional development opportunities.
- Develop public awareness of afterschool issues.

In 2007, NJSACC was selected to serve as the NJ Member of the National Network of Statewide Afterschool Networks, an initiative funded by the Charles Stewart Mott Foundation. It is the state's national affiliate to the National AfterSchool Association (NAA).

NJSACC PROGRAMS AND SERVICES



Highlight Your Program!

An online portal that allows after school programs throughout the state to share vital information about their strategies, celebrate their successes and inspire one another.

Nita M. Lowey 21st Century Community Learning Centers Technical Assistance Grant

Capacity building training and technical assistance provided to Nita M. Lowey 21st Century Community Learning Centers' program staff and other eligible entities within New Jersey. These services are provided through a contract with the New Jersey Department of Education.

Professional Development

NJSACC provides a variety of professional development experiences to meet the diverse needs of New Jersey's Afterschool Communities. NJSACC has a track record of quality professional development provided by highly skilled and experience trainers and consultants.

- The 2022 conference, *Bringing the Future of Afterschool Into Focus*, celebrates long-term success in the ever-changing landscape of Afterschool, S.T.E.A.M. and Expanded Learning.
- A Fall Professional Development Series offers quality programming at an affordable cost.
- The 2022 Full STEAM Ahead Mini-Conference provides high quality virtual workshops.
- NJSACC offers training workshops throughout the year at locations across the state. In addition, on-site training can be provided at your workplace or designated location.
- Free and low-cost online professional development workshops through collabornation.net. These trainings are designed to help afterschool professionals complete annual training requirements.

Public Policy and Advocacy

Advocacy initiatives include Lights On Afterschool, the only nationwide event celebrating afterschool programs and their important role in the lives of children, families and communities. The effort has become a hallmark of the afterschool movement and generates media coverage across the country each year.

Quality Coaching Initiative

NJSACC Quality Coaches have years of hands-on experience in the field and access to high quality out of school time tools, resources, technical assistance and training to share with NJ's school age staff, programs and providers.



Quality Standards

The NJ Quality Standards for Afterschool – together with an Assessment Tool – is a resource that afterschool programs can use for self-evaluation.

Remembering Our Heroes

This special portal allows afterschool professionals to post memorials remembering their colleagues.

Special Initiatives

A variety of Special Initiatives support program quality, program expansion, and program sustainability. The organization strives to bring important issues to light and to provide resources to help afterschool communities.

THE ROLE OF THE CHIEF EXECUTIVE OFFICER (CEO)

The Chief Executive Officer (CEO) is responsible for providing leadership, vision, and financial sustainability for NJSACC. Under the direction of the Board of Directors, the CEO leverages relationships across the public and private sector to advance policies and to generate funding to support the mission and activities of the organization. S/he is responsible for building and maintaining the brand of the organization, while achieving shared and measurable goals for the common good of the out-of-school time sector. Working with the Board of Directors, the CEO leads the development of the organization's strategic plan as well. The primary responsibilities of the role will be to:

Promote Positive Statewide Impact

The CEO is responsible for the overall impact of NJSACC on the out-of-school time community, with an emphasis on increasing capacity of NJSACC to meet strategic objectives and executive programmatic deliverables. The CEO works closely with the Board to craft and adapt the strategy to achieve this increased impact, including raising the funds to support it and advancing legislative advocacy efforts that benefit the mission. S/he will establish and build relationships with top leaders in the community, including those representing the highest levels in business, government and non-profit sectors in the State of New Jersey. The CEO represents the state afterschool network in national forums, creates and maintains strategic partnerships, and seeks speaking opportunities to promote awareness and to advocate for the needs of the out-of-school time field.

Ensure Financial Health and Sustainability

The CEO provides oversight and ensures the health and sustainability of NJSACC in close collaboration with the Board of Directors. S/he reviews and authorizes all appropriate expenditures. S/he manages and maintains the relationship with the outside accountant, reviewing his/her performance annually. Working with the accountant, the CEO develops and maintains the annual NJSACC budget, performs analyses of monthly revenues and expenditures, etc., and provides reports and analyses for Board consumption.

Ensure Resource Development

The CEO drives key fundraising results; identifies, cultivates and solicits prospective donors and key leaders of prospective new corporate partners; leverages personal and professional contacts and relationships into fundraising opportunities; secures grants and sponsorships; and promotes a culture of fundraising in the organization, both at the staff and Board level.

Lead Strategic Management

The CEO serves as the principal resource to the Board of Directors and its committees and gives direction in policy formulation and interpretation. S/he partners with the Board of Directors and the Chief Operating Officer (COO) to craft organizational goals and develops strategies to ensure that they are achieved. S/he ensures coordination and alignment of all NJSACC activities to strategic direction in the areas of impact, advocacy, resource development.

Oversee Organization Management

The CEO maintains accountability for the operational and fiscal integrity of the organization within policies set by the Board of Directors. The CEO assesses organizational capacity to implement strategies and identify gaps in systems and staffing; directly supervises the COO and Policy Director; and ensures that goals of inclusiveness and diversity among staff are met.

IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate will be a visionary thinker with proven experience to achieve strategic goals in a timely manner. Qualifications also include:

- Master's degree preferred; bachelor's degree required in early childhood education, social work or related field
- Passion for after-school community programs for children and their families
- Demonstrated executive leadership ability to mentor and develop staff, collaborate with members of the Board of Trustees and build positive relationships with elected and appointed government officials
- Proven experience balancing fiscal and operational responsibilities while being the official external spokesperson and networker for the organization
- Strong ability to develop a positive brand identity and communicate the positive statewide impact that NJSACC and its member organizations are having on the lives of families and children

- Prior experience building networks and coalitions of strategic partnerships, investors and collaborators
- Team building skills with the ability to balance out empowering staff while holding staff accountable for their performance

COMPENSATION

A competitive compensation package will be provided to the selected final candidate based on their prior experience and qualifications. This will include a competitive salary in the \$125,000 range as well as performance-based bonuses.

CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position, please send a cover letter and resume to Susan Hairston, Managing Director at susan@dcm-associates.com. To discuss the opportunity further or to recommend a candidate, please contact Dennis C. Miller, Founder & Chairman at dennis@dcm-associates.com or by phone at 201.956.1810.



*Executive Search
Nonprofit Leadership
& Board Performance*

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