

The Center for Nonprofit Management

EXECUTIVE RECRUITMENT FOR

PRESIDENT & CEO



For nearly 45 years, Center for Nonprofit Management (CNM) has been the trusted nonprofit partner that the Southern California's social impact nonprofit sector and their partners turn to for help solving problems, responding to change, and elevating its leaders.

CNM is committed to developing better leaders, improving the impact and effectiveness of fellow nonprofit organizations, and acting as a much-needed hub for connecting the nonprofit social sector to vital resources and capacity building support. CNM's team leverages expertise in strategy, planning, and evaluation to create solutions that drive results across Southern California communities. Our training programs provide opportunities to master management and leadership fundamentals, strengthening attendees' capacity to respond to change.

As CNM builds meaningful relationships across their network, the organization uses its capacity-building expertise to represent the interests of service providers to increase their impact. CNM strengthens nonprofit leaders to increase the impact of their organization's work in the community. Furthermore, CNM partners with philanthropies, the public sector, and corporations to amplify their reach in the community.

CNM collaborates with the public sector to build a stronger relationship between governments, nonprofits, and the communities they serve. CNM amplifies the voice of the region's 12,000+ nonprofit organizations and collaborates with local governments to improve social service contracting outcomes. This work includes (1) assisting nonprofits leverage the American Recovery Plan Act (ARPA, 2021) with funding opportunities, (2) coordinating with government agencies such as the Los Angeles Department of Water and Power on special grant programs, and (3) training First 5 California grantees are just a few of the ways CNM serves as a conduit between local government initiatives and the nonprofit sector.

Given CNM's role as a capacity builder for thousands of community-based organizations across the region each year, one part of our mission is to represent our clients and colleagues, the nonprofit sector with a strong voice. CNM had 1.4 million contacts with



organizations last year (thousands of groups/hundreds of thousands of people doing purposeful work).

Since nonprofits are the fourth largest employer in California – operating in the fifth largest economy in the world – strengthening organizations' impact and reach significantly improves the lives of millions of residents.

CNM, for nearly two years, has been leading a complex and labor-intensive effort that impacts the sustainability of the entire local nonprofit sector. Working in partnership with the County Board of Supervisors, CEO's office, department leadership, and our nonprofit colleagues, CNM formed a historic Equity in Contracting Action Team. It is comprised of more than 50 nonprofit/philanthropy leaders and 50 County staff who are tasked with meeting regularly to identify challenges and develop workable solutions.

CNM is building a unique partnership across the nonprofit sector, linking leaders from several community driven initiatives, the five County Supervisors' staff, and with colleagues in 6 key county departments who invest millions of dollars for social services delivered by nonprofit organizations each year.

As part of the organization's succession plan, CNM has prepared for the successful transition of its current President & CEO, Regina Birdsell after 15 years of outstanding service.

DUTIES AND RESPONSIBILITIES

Reporting to the Board of Directors, the President & CEO has overall strategic and operational responsibility for staff, programs, goals and objectives, and the execution of CNM's mission

Implementation of Mission and Vision

- Elevate CNM to be a recognized leader regarding the nonprofit sector in SoCal and nationally by being the face of the organization through public speaking, opinion/thought pieces, social media, etc.
- Provide leadership in promoting best practices, advocating on behalf of equitable change for the sector through developing an ecosystem that continually generates capacity for nonprofits
- Stays informed of critical timely issues and potential sea-changes that impact the sector and stakeholders
- Develop cross-sector partnerships and allies to achieve CNM mission
- Publicly advocates on behalf of the sector; work closely with sector stakeholders to regularly inform on trends, and is influential in key public-private partnerships/initiatives

- Work to further build upon the relationships and capacity building work within the public sector, particularly within the County of Los Angeles and with the State of California.
- Develop and manage a sustainable vision to lead the organization into its future with a keen understanding of the needs, challenges, and opportunities within the nonprofit sector.

Operations & Management

- Fulfills annual fundraising goals for the organization.
- Develops and manages diverse innovative revenue models to sustain and further the organization's mission.
- Ensures the delivery of high-quality services through both contract and consulting in addition to providing ongoing critical services, workshops, and other capacity building services to the nonprofit sector.
- Provides overall organizational leadership and guidance by development of personnel, promoting cross-departmental collaboration and promoting a positive, multicultural work environment that supports consistency

throughout the organization's strategy, operational methods, and data collection needs.

- Promotes and upholds strong IDEA (Individuals with Disabilities Education Act) values and principles with regards to organizational staffing and processes.
- Ensures compliance with and implementation of Board Policies (state and federal laws and regulations).
- Ensures the overall financial stability of CNM, with regular reporting to the Board and access to Board support and assistance; oversees the annual budget and financial audit processes; facilitates regular Board review and analysis of financial information, proposing appropriate action when indicated; facilitates the creation and implementation of annual budgets, goals and objective.
- Responsible for the development and implementation of a 3-5 year strategic plan in partnership with the Board.
- Ensures that overall operations, systems, and programming are aligned with the mission of the organizations and eventual strategic plan goals and objectives.

QUALIFICATIONS

The ideal candidate will possess:

- Ten to fifteen years executive experience in building leadership capacity in the nonprofit sector;
- Master degree (desirable)

- Proven fund development expertise
- Expertise in nonprofit management, organizational development, public-private partnerships, advocacy,
- Preferred skills: public speaking, relationship building, published thought-pieces, strong analytical and problem solving skills; and
- Embodies CNM values and principles of IDEA (Individuals with Disabilities Education Act)

WORKING RELATIONSHIPS

Reports to: Board of Directors

Works with: Executive team and CNM staff

APPLICATION AND SELECTION PROCESS

The President and CEO recruitment is being conducted by The Hawkins Company (search consultants). They will review all written materials submitted and will screen and evaluate candidates. Only the most highly qualified candidates will be invited to participate in an on-site interview. Interested and qualified individuals are invited to submit a resume and cover letter of interest electronically to cnm.ceo@thehawkinscompany.com. Resumes received by **Friday, September 23, 2022**, will receive first consideration. The position is opened until filled

Confidential inquiries are encouraged and should be directed to the any contact listed below. For additional information regarding CNM, Please visit <https://cnmsocal.org>



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