

ABOUT THE ORGANIZATION

Child and Family Service (CFS) is one of Hawaii's largest and oldest charitable nonprofit organizations dedicated to providing essential behavioral health services, early childhood and children's services, adult and family services, and support programs. Our mission is to make a positive impact on individuals and families, promoting overall well-being and healthy community development. We are currently seeking a visionary and strategic leader to serve as the President and CEO of CFS.

SUMMARY OF DUTIES

The President and CEO will be responsible for overseeing all program and support functions within CFS, including Behavioral Health Services, Adult and Family Services, Early Childhood & Children's Services, Human Resources, Fiscal, Information Technology, Support Services, and Facilities/Properties. This role holds ultimate responsibility for the organization's strategic planning, fiscal integrity, service quality, and the management of CFS-Real Property operations. The President and CEO will provide guidance and supervision to the Executive Vice President & COO, Chief Advancement Officer, and Chief Finance Officer. As a senior member of the Executive Leadership Team, the President and CEO will embody the organization's values of HOPE while advising and supporting the team. Additionally, this role will manage CFS Board of Directors meetings, organize Board Committees' activities, and represent CFS on relevant Boards, Committees, and Task Forces aligned with our mission.

RESPONSIBILITIES:

- Lead the development and communication of the organization's vision and mission.
- Collaborate with the Board of Directors, Leadership, and staff to formulate and implement the Organization's Strategic Plan.
- Represent the organization in external activities, including public speaking engagements, fundraising, and community initiatives.
- Engage in fundraising efforts and understand the principles of development.
- Foster relationships with industry peers and corporate partners to ensure the organization's sustainability.
- Facilitate board engagement and development, attending Board meetings and producing comprehensive reports.
- Oversee budget development and financial reporting to the Board.
- Execute strategic and operational growth plans, expanding into new services/markets or contracting as needed.
- Formulate and implement policies, programs, and objectives to ensure the organization's success and growth.
- Allocate resources effectively and guide the management team for optimal efficiency.
- Cultivate an achievement-oriented culture, encouraging learning, motivation, and contribution recognition.
- Evaluate personnel performance, coach, mentor, and implement succession plans.

Child & Family Service

President & Chief Executive Officer

- Direct policy and procedure development and oversee their implementation.
- Coordinate operations, quality improvement activities, and project management across the organization.
- Advocate for participant rights and collaborate for systematic changes in human services.

QUALIFICATIONS:

- Minimum of 10 years progressive management experience in a nonprofit or human service organization preferred, culminating in a senior executive or business development role.
- Demonstrated strong leadership skills with a track record of team building and management.
- Proven experience in business development, corporate strategy, and marketing.
- Prior senior-level management experience with P&L responsibility exceeding \$10 million.
- Excellent communication skills, both written and verbal, with the ability to articulate strategic vision into operational plans.
- Strong influencing skills at the board, industry, staff, and customer levels.
- Passion for the mission and vision of the organization.
- Deep understanding of Trauma Informed Care principles.
- Experience with fundraising and development activities.