

YWCA IS ON A MISSION

YWCA of Rochester & Monroe County President & Chief Executive Officer Job Description & Core Competencies

The President/CEO is responsible for advancing the mission and vision of the organization and developing and executing the strategies necessary to achieve that vision. The President/CEO reports to the Board of Directors through the Board Chair.

Mission: YWCA of Rochester is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom, and dignity for all

Vision: By 2020, the YWCA will be recognized as an influential leader in racial equity, housing and young adult services for women and families.

Strategy: The YWCA provides quality services, education and advocacy to eliminate racism and empower women.

Working with a diverse team of high-performing leaders, staff, and volunteers, the President/CEO:

- Leverages the power of relationships and networks, and works across private, public, government and corporate sectors to improve conditions in the community.
- Possesses a high level of broad business and management skills
- Effective at generating resources and financial support for the organization.
- Dedicated to shared and measurable goals for the greater Rochester community creating, resourcing, scaling and leveraging strategies for broad investment and impact
- Is a champion of the organization and builds collaborative and broad based support for community outcomes in the areas of housing, young adult services and racial equity.

Core Competencies:

- **Manages vision and purpose:** Catalyzes others' commitment to the mission to create real social change that leads to better lives for women and families. Provides purpose, direction and motivation; creates mileposts and symbols to rally behind. Ability to connect the YWCA priorities of empowering women and eliminating racism. Uses a highly evolved public speaking ability to effectively communicate concepts.

- **Relationship-Oriented:** Understands that people come before process and is astute in cultivating and managing relationships toward a common goal. Is able to work across multiple constituencies to achieve results.
- **Collaborator:** Understands the roles and contributions of all sectors of the community and can mobilize resources through meaningful engagement.
- **Results-Driven:** Dedicated to producing measurable goals for the common good.
- **Team Builder:** Ensures that the right people are in the right roles at the right times; fosters commitment, trust, and collaboration around multi-cultural leaders and stakeholders.
- **Interpersonal Skills and Political Savvy:** Can maneuver through political situations effectively. Is sensitive to how people and organizations function; anticipates where land mines are and plans an approach accordingly.
- **Business Acumen:** Possesses a high-level of broad business and management skills and is effective at generating financial support for the organization.
- **Strategic Agility:** Sees ahead clearly; can anticipate consequences and trends accurately; has broad knowledge and perspective.
- **Managerial Courage:** Doesn't hold back anything that needs to be said. Provides complete and actionable positive and corrective feedback to others. Faces up to people problems quickly, directly and effectively.

Key Responsibilities:

- Executes the organization's vision and the strategies necessary to achieve that vision
- Ensures human resources and organizational infrastructure align with strategic goals
- Works in partnership with the Board to develop policies consistent with the mission and vision
- Develops effective strategies designed to achieve measurable impact
- Utilizes effective strategic planning methodology including the use of scorecards/dashboards for routine reporting on results against the plan
- Ensures that the organization is fiscally sound and financially accountable including a comprehensive approach to securing private, corporate, federal and state and local contracts that maximize funding opportunities.
- Develops a long range strategic and financial plan that ensures the financial health of the YWCA.
- Guide the Board chair in managing the recruitment and development of Board members and ensuring the continuity of volunteer leadership
- Cultivates relationships and mobilizes key stakeholders in the community
- Effectively collaborates with community partners to ensure resources collectively meet the needs of women and their families in our community
- Fosters an organizational commitment to diversity and inclusiveness among staff and volunteers
- Champions the YWCA mission and inspires staff, volunteers, and community leaders to action

- Leads and develops a leadership team that will champion a healthy organizational culture
- Is a vocal, visible, and inspiring community leader with a commitment to improve the quality of life to women and families in need
- Commits to a Trauma Informed Care (TIC) organization-wide culture focused on being aware and responding to the impact of trauma. Emphasizes the importance of an environment that ensures safety, choice, autonomy and empowerment.
- Meets all YWCA USA and YWCA of NYS requirements for membership and utilize relationships with sister YWCAs to engage in best practices in services, education and advocacy.

Position Requirements:

- Ideally 5-7 years experience in the senior executive leadership role within a large nonprofit organization or substantial commercial enterprise with significantly progressive leadership responsibilities.
- Experience in housing, young adult services or racial equity services.
- A history of support to philanthropic endeavors at the leadership, board, and/or donor level.
- Demonstrated success with both traditional and innovative fundraising techniques
- Proven ability to inspire and motivate others to action
- Proven ability to manage and direct a complex enterprise
- Highly ethical and collaborative

Education Requirements:

Bachelor's degree is required (Business Administration, Public Administration or other related field). An advanced degree with relevant experience is preferred.

About the YWCA of Rochester and Monroe County:

The YWCA helps women and families who are faced with personal crises including homelessness and young adult pregnancy. We also work hard to dispel stereotypes and promote racial equity. The YWCA has \$3.6M in revenue including three subsidiary facilities corporations and 41 full time equivalents.

Annual revenue is comprised of Housing/Young Adult Services/Empowering Women Luncheon with 89% and Racial Equity 11% of the general \$2.8 million annual operating budget. Subsidiary corporations provide an additional \$.8 million after consolidations.

The YWCA has an endowment fund of \$9.8M with \$1.9M designated as permanently restricted funds.

For more information, contact:

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To apply click on the link below:

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