



16250 Northland Drive, Suite 120
Southfield, MI 48075
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www.spaulding.org

Position: President/CEO
Spaulding for Children – Southfield, MI

Agency's Strategic Vision: Spaulding for Children is recognized as a leader in promoting policies and practices where differences are celebrated and leveraged to ensure our children, families and communities get the support they need to thrive.

General position description

The President/CEO is accountable to the Board of Directors for the overall operations, performance, continuing development and financial stability of Spaulding for Children.

This role is an exciting opportunity for a forward-thinking, proactive executive leader with a strong child welfare administration background and proven ability to be innovative, visionary and strategic.

Principle Responsibilities:

- Leads development, implementation and continuous updating of agency's Strategic Plan and Quality Improvement Plan and recommends approval to the Board.
- Develop and maintain a team-oriented culture through stakeholders' engagement and sharing management and decision-making responsibilities
- In partnership with stakeholders, develop high quality strategies and plans to ensure their alignment with short-term and long-term goals and objectives
- Oversee all operations and business activities to ensure they produce the desired results and are consistent with the overall strategy and mission of the Agency.
- Continually positions the Agency for success by keeping abreast of and responding to changes in client need, the child welfare environment, and/or funder requirements.
- Oversees Agency quality improvement programs to ensure ongoing compliance with contractual requirements, accreditation and licensing standards; and high-quality services are delivered and outcomes met.
- Oversee and assure compliance with all agency, state, federal and any other governing body guidelines, regulations, standards and laws.
- Oversees and is accountable for all financial aspects of the Agency, including operating budgets, property and official records.
- Responsible for the organization's success in fund development and is actively involved in identifying and securing new funding sources for the Agency.
- Facilitates the development of the Board and Board committees to maximize involvement of individual Board members in Agency development and operations.
- Provides leadership in the hiring, development and retention of a professional, diverse, competent workforce; has the final word in hiring and firing decisions.
- Develop and maintain relationship with relevant stakeholders, including: state and federal government, local and regional business organizations, funders and donors, media, staff and volunteers, caregivers, foster youth and board members.
- Provides national and state leadership by representing the Agency at conferences and on

committees, through speaking engagements and by providing training and technical assistance to other organizations.

- Assumes other responsibilities as assigned by the Board

QUALIFICATIONS:

- Master's degree in social work or administration with a focus on human services.
- At least 10 years' experience in child welfare at least 6 of which have been at a senior management level.
- Experience in fund and grant development and administration of grants.
- Proven leadership abilities, including ability to enlist others to achieve a vision and inspire them to follow.
- Strong sense of personal direction – knows what he or she stands for; maintains ethical standards.
- Excellent interpersonal, problem-solving and conflict resolution skills.
- Effective, persuasive oral and written communication skills.
- Ability to work under pressure, be flexible and effectively juggle multiple priorities.
- Excellent observation and group facilitation skills.
- Commitment to the mission, goals and philosophy of the organization, including commitment to cultural competency.

Spaulding offers a comprehensive benefit packet, including medical, dental and vision healthcare, a 403(b) plan, flexible schedule, a hybrid workforce and paid time off.

**Interested persons should forward a resume and cover letter to
Jamie Bozarth, QI/HR Director, at jbozarth@spaulding.org.**

Spaulding's clients come from all walks of life and so do our team.

Spaulding is an Equal Opportunity Employer



MISSION STATEMENT

In partnership with families, communities, organizations, states and the nation, Spaulding for Children's mission is to assure that all children grow up in safe, permanent families and have the help they need to be successful in life.



