POSITION PROFILE

Senior Vice President, Children, Youth and Families
Catholic Charities of the Archdiocese of Chicago
Chicago, IL
ABOUT CATHOLIC CHARITIES OF THE ARCHDIOCESE OF CHICAGO

Catholic Charities of the Archdiocese of Chicago ("Catholic Charities" or "Charities") serves anyone in need. Their mission is to hear and answer God’s call for charity for the vulnerable among us -- regardless of their faith, gender, ethnic, or racial identity -- by providing professional services that strengthen, nourish and support individuals, families and communities.

Catholic Charities’ call is not simply to collect money to house and feed the poor, but to “practice mercy” in a spirit of “mutuality” -- to transform the suffering of those in need and thereby transform hearts, both of those who receive and of those who give. Catholic Charities takes seriously -- in this age of growing income inequality, economic uncertainty and social change -- the need to both minister to their nearly 500,000 clients and educate and inspire their 25,000+ donors and volunteers to meet the needs of the city and broader Cook and Lake counties. With a staff of more than 1200 and an annual budget of close to $180M, Catholic Charities is among the largest human service providers in Illinois and the nation.

Through partnerships with mission-driven people and organizations across the Chicagoland area and witnessing a message of mercy and hope to a world in need, Catholic Charities works to:

- Improve lives and nourish spirits by meeting need within a faith-based community of respect, compassion, stewardship, and excellence.

- Strengthen and empower people, families, and communities by building programs that promote lasting, positive change.

- Create and share opportunities for living out faith and values through service, community and network building, and dialogue—being present to our times through the eyes of faith.

LEARN MORE: catholiccharities.net
Catholic Charities’ broad spectrum of services are organized around four Impact Areas, through which they offer nearly 40 programs at more than 80 locations:

1. Immediate Access and Basic Needs: provides immediate and wraparound services for people in crisis, addresses basic needs, and connects to longer-term supports;

2. Children, Youth and Families: delivers holistic and transformational services that promote physical and psychological safety, wellbeing, and healing;

3. Seniors: offers at-home and community-based services for low-income seniors that foster both independence and connection; and

4. Housing: develops and maintains dignified, safe, and subsidized housing for older adults, veterans, and people with disabilities.
THE OPPORTUNITY

Building on a foundation of faith, hope and charity laid more than a century ago, Catholic Charities has grown to be an anchor organization within the region’s human services ecosystem.

Confronting a once-in-generation time of need and under the leadership of President and CEO Sally Blount, Catholic Charities is at an important and exciting inflection point. Charities is committed to moving into the future boldly. After making key leadership investments in 2021 and 2022 (including this hire), this year Blount will be leading a strategic planning process that will reimagine Charities’ role within the region and deepen its impact as the organization prepares to serve an increasingly polarized and economically unequal, post-pandemic world.

As part of this transformation, Charities seeks a Senior Vice President, Children, Youth & Families (“SVP”). Core to Catholic Charities’ mission, these programs tackle systemic barriers to the safety, health and welfare for children, youth and families. The SVP will work to ensure that these populations have an equitable opportunity to achieve their optimal well-being.

Through their Children, Youth, and Families Impact Area, Catholic Charities provides holistic services that promote physical and psychological safety, well-being, and healing. These programs and services are reinforced by behavioral health strategies and services across life stages and are tailored by population, serving immigrants and refugees, survivors of domestic violence, mothers, babies, and children, and individual adults, families, and youth. With a team of over 400 and a budget of $65M, the work within the Children, Youth and Families Impact Area supports 40,000 clients across Cook and Lake Counties.

Children, Youth and Families programs are as follows:

- Family Supports (Early Childhood and School-Age, Pregnancy and Parenting, Child Welfare Services, and Post-Adoption Services);
- WIC Nutrition and Supports;
- Domestic Violence and Supports (including two shelters as well as counseling and outreach);
- Behavioral Health;
- Youth Engagement; and
- Immigrant, Refugee, and Legal Services.

This new position has overall responsibility for all activities related to the effective and efficient functioning of Children, Youth and Families services and programming. The SVP will provide strong leadership in areas including but not limited to the development of new and existing services, the development and implementation of operational standards, budgetary and financial management, client service delivery, and quality assurance.
The SVP will report directly to the Chief Program Officer and serve as a key member of the Program Leadership Team, along with the SVP of Seniors and Housing and the SVP for Immediate Access and Basic Needs (also a new position). This team will meet regularly with the CEO to align on strategy and impact goals. Together, the Program Leadership Team will collaborate closely so that Charities leads and manages its diverse programs with a cohesive approach. The SVP will be responsible for 5-7 direct reports.

Key responsibilities include:

• Provide overall strategic oversight of Children, Youth and Families programming, ensuring its alignment with and advancement of Catholic Charities’ vision, mission and values;

• Ensure the success of programs by establishing culture, systems and services, helping others overcome resistance to change so that organizational objectives are achieved;

• Catalyze others’ commitment to advance the well-being of children by investing in families to disrupt the systemic cycle of racial, social and economic inequality;

• Identify key issues and relationships relevant to achieving a long-range goal or vision;

• Serve as a collaborative team player, exhibiting humility, hunger and people smarts. Use a flexible interpersonal style to build, motivate and guide cohesive teams in attaining organizational goals;

• Partner with Behavioral Health leadership to deepen integration of trauma-informed approaches and mental health supports in programming across the organization;

• Following the strategic planning process, shepherd the development of cohesive, impactful strategies to impact children, youth, and families; and

• Shepherd collaboration across the organization, and with partners across the region and in the community.
CANDIDATE PROFILE

The Senior Vice President, Children, Youth and Families of Catholic Charities of the Archdiocese of Chicago will have the following professional and personal qualities, skills, and characteristics:

A TEAM BUILDER AND PEOPLE DEVELOPER
The ideal candidate brings a proven track record of developing and leading high-performing programs and teams, drawing the best out of each individual contributor to achieve shared goals. The SVP will have an exceptional capacity for managing and leading people, including building the capabilities of a driven, ambitious, and diverse team. They will promote among all constituents a powerful sense of shared purpose and engagement in the current and future work of Catholic Charities. Critical to success in this role, the SVP will be skilled at fostering and nurturing professional relationships rooted in trust and transparency. This leader will partner with senior leaders and other managers to strategically uplift and plan for the continued development of a culture of inclusion and collaboration within the agency. The SVP will be a natural convener with a demonstrated ability to connect, build bridges and work to nurture a transparent and compassionate environment where staff feels welcome and inspired to bring their full selves to work.

VISIONARY AND ACTION ORIENTED
The SVP is a forward-thinking leader with demonstrated abilities to anticipate opportunities and challenges, and to mobilize resources and marshal stakeholders in service of an ambitious vision. This individual will guide and lead an empowered team to help shape and implement the course of action for achieving Catholic Charities’ vision. The SVP is also a tactical and decisive leader with the ability to set priorities, delegate responsibilities, assure accountability and allocate resources. The SVP brings an ability to leverage the expertise of the staff and provides or secures professional development and technical assistance for staff to ensure program quality and to develop employees. This leader will understand and approach complexities with ease and be able to creatively overcome obstacles to achieve the organization’s goals.

OPERATIONAL ACUMEN AND RESULTS DRIVEN
A proven leader, the SVP will also bring the ability and confidence to shepherd program leaders in their work to ensure that teams and programs are run efficiently and effectively. The SVP will ensure trauma-informed, high-quality, and community-driven programs are shepherded by leaders across the Impact Area. Direct and adaptable, the SVP will have an ability to build and leverage innovative approaches to problem-solving. This leader will conceptualize and analyze problems and identify solutions in a proactive, constructive, and creative manner. Moreover, this leader will connect with and learn from frontline employees and clients, and translate observations and lessons learned into change on a larger operational scale. The SVP must have the ability to think, plan and act in a cross-functional, integrative way. They must be intellectually curious, keeping up to date on new knowledge and developments, including best practices and new ways to achieve synergy.
PROGRAM PLANNING AND PARTNERSHIPS
The SVP will bring experience and expertise shepherding and developing innovative, informed programs in collaboration with partners, colleagues, and community residents. The SVP will leverage and deepen relationships with the Catholic Charities community, partners, funders, and government agencies. In concert with program leaders, they will cultivate partnerships with other service providers in order to ensure children, youth, and families can access critical resources and supports. The SVP will represent Catholic Charities in all areas affecting Children, Youth and Families. This includes related committees, workgroups and coalitions, offering collaboration, substantive engagement, and expertise.

PASSION FOR CATHOLIC CHARITIES’ MISSION
The SVP will have a vibrant passion for the unifying role that faith can play in a highly diverse (ethnically, racially, socioeconomically and religiously) workplace. The SVP will be an individual of integrity and values – someone who can be trusted without reservation. The SVP will have a strong work ethic, emotional and social intelligence, an ability to bring compassion to tough situations, as well as a natural joy and foundational understanding of our shared humanity. Above all, this leader will bring a personal passion and commitment to Catholic Charities’ mission as well as an appreciation and understanding of the organization’s vision, work, and impact.

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The Catholic Charities of the Archdiocese of Chicago is an equal opportunity employer and consideration for employment is made without regard to race, color, religion, age, gender, gender identity, sexual orientation, national origin, disability status, protected veteran status, or any other characteristic protected by law.
COMPENSATION

Salary is competitive and commensurate with experience. The salary range for this role begins at $175,000, plus a generous and competitive benefits package.

CONTACT

Koya Partners has been exclusively retained for this search. Marissa Delgado and George Theotokatos are leading the engagement. To make recommendations or express interest in this opportunity, please submit your materials here or email SVPCYF@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email nonprofitsearchops@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Koya Partners, visit www.koyapartners.com.