

POSITION PROFILE

Senior Vice President, Latin America

Covenant House International

Flexible Location/Remote



ABOUT COVENANT HOUSE

For 51 years, Covenant House International (also known as "Covenant House" or "CHI") has served and advocated for youth and young families experiencing homelessness, human trafficking and exploitation. The overarching goal of Covenant House is to end homelessness among youth and young families by helping them achieve housing stability, heal from trauma, tap into their innate resilience, and hone their interests and skills to forge new pathways to independence. This work is carried out across CHI sites in 34 cities in the US, Canada, Mexico, Guatemala, Honduras and Nicaragua.

In 2022, Covenant House reached more than 43,000 youth across six countries and overall has reached 1.5 million youth in its over half a century history. Committed to making sustainable impact, CHI has five principles, which guide all planning, decision making and work with young people:



Immediacy

Covenant House welcomes all youth without judgment or conditions, meeting their immediate basic needs of food, clothing, medical attention, and a safe place to sleep, at no cost.



Sanctuary

Covenant House acknowledges the bravery it takes for young people to walk through our doors. Covenant House offers them a welcoming and safe environment based on absolute respect, unconditional love, and relentless support, where CHI believes in and encourages their resilience.



Value communication

Covenant House values authentic relationships, honor the voice of our youth, and model caring relationships based on trust, respect, and honesty.



Choice

Covenant House honors that young people hold the power to their story. Through relentless engagement CHI fosters confidence and encourage them to believe in themselves and make informed choices about their lives.



Structure

Covenant House provides stability and consistency for young people to pursue their great promise.

Over the past seven years, Covenant House has added more than 900 new apartments, housing units and beds across the six countries it serves, with hundreds more planned in 2023. Facilities were rebuilt or renovated in a dozen cities, buildings were opened in 10 new cities, and innovative programming for young people overcoming homelessness and human trafficking was added across the federation.

Covenant House has experienced exciting program growth within the past year, further expanding its capability to address the root causes of youth homelessness and support young people seeking care. This involves improving services that strengthen the continuum of care including mental health care, job training and recreation. In 2022, CHI piloted a workforce development program to guide young people into meaningful career pathways along with forming the Covenant House Alumni Community, where former residents can support current residents across the federation.



Beyond program development, renovation and new construction, Covenant House has greatly expanded its impact across the entire federation by collecting and leveraging data to better understand youth and their lived experiences, identify best practices and update and innovate its programs and services to better serve youth.

Covenant House relies on the generous investment of individuals, foundations, grantmakers, places of worship and corporations to keep its doors open and provide critical services to tens of thousands of youth and young families each year. Its fiscal year 2022 total revenue was \$320,000,000.

Today, Covenant House is focused on maintaining and expanding its mission and movement to provide shelter, food, clothing, medical and mental health care, crisis intervention, education and vocational services, and public education and prevention with financial efficiency.

Covenant House Strategic Priorities through 2023

- ★ Improve programs and impact
- ★ Advocate for improved public policy and government support
- ★ Enhance our capacity as a learning organization
- ★ Advance a growing community of diversity, equity and inclusion.
- ★ Grow and fortify our housing continuum
- ★ Strengthen our operating model
- ★ Continue to grow our brand awareness and revenue diversification
- ★ Reinforce our human capital management systems

ABOUT COVENANT HOUSE LATIN AMERICA

Covenant House sites in Latin America are among the world's most honored human rights organizations, having been awarded the Hilton Humanitarian Prize, the Olof Palme Peace Prize, the WOLA Human Rights Award and the Hands of Peace Award. All four sites in Guatemala, Honduras, Mexico, and Nicaragua build a bridge to hope for young people facing homelessness and survivors of sexual violence and trafficking through unconditional love, absolute respect and relentless support.

Not long after Covenant House was founded in New York City in 1972, leadership embarked on an international vision to aid children and youth, and founded the very next residence for youth facing homelessness, abuse, exploitation and trafficking in Guatemala City, Guatemala.

Covenant House sites in Mexico and Central America each provide vital services that lead to positive outcomes for children, adolescents and their families who have been trafficked, abused and abandoned. According to the World Bank, today childhood poverty in Guatemala impacts 71% of children under age 15. In Honduras, the rate is 65%, in Mexico 38% and in Nicaragua 50%. Covenant House understands the complex realities that drive young people in Central America and Mexico to urgently seek safety and hope for their futures.

According to the Covenant House Fiscal Year 2022 Impact Report for Latin America, its programs reached nearly 6,000 young people across six cities in four countries. Covenant House sites in Latin America have identified needs, worked with families to better support their children and built networks of community support to both respond in times of crisis and aid in the prevention of homelessness and abuse.

The work of Covenant House continues to expand in Latin America and beyond. In May 2022, Covenant House opened a brand-new residence in San Juan del Obispo, Guatemala, designed for adolescent boys who are survivors of trafficking, sexual exploitation and irregular migration; it is the only program of its kind in Guatemala. The protection and care of young people is core to Covenant House's work in Latin America.

Alumni, Covenant House Mexico

"I had goals when I arrived, but I didn't know how I would achieve them. Suddenly, I had a whole team to support me. They allowed me to reach where I am now, independent."

Julissa (she/her/ella)

Covenant House teams in Latin America are tightly woven into their local and national communities and structures. Through its well-established presence in Guatemala, Honduras, Mexico and Nicaragua, CHI continues to make a greater impact for sustainable change in partnership with external networks, including civil society, governments, foundations, corporations and multi-sector coalitions.

Over the course of 51 years, Covenant House International has emerged as a leader in both the direct care of young people facing homelessness and human trafficking and in the overall movement to end youth homelessness.

LEARN MORE:
covenanthouse.org/latinamerica

Latin America



45%
Raised by
Single Parent

49%
Witnessed
Community
Violence

42%
Enrolled in
School at Intake

30%
Substance
Use History

23%
Forced to Leave
Their Home

33%
Survivors of
Sexual Abuse

THE OPPORTUNITY

This position requires substantial experience working in the region, mature multi-cultural competency and strong bilingual English-Spanish fluency.

Covenant House International (“CHI”) is seeking a dynamic leader and team player who will collaborate with the CEO, COO, senior leadership and the Latin American national directors to strategically advance Covenant House's operations in Latin America as Senior Vice President for Latin America.

Reporting to the Chief Operating Officer, this leader will provide operational support, oversight and strategic counsel to Covenant House’s four international affiliates in Latin America: Casa Alianza Mexico, La Alianza Guatemala, Casa Alianza Honduras and Casa Alianza Nicaragua, all of which serve children who have endured homelessness, hunger and human trafficking.

The Senior Vice President for Latin America is an essential bridge between Covenant House International and its sites in Mexico and Central America. The role requires a firm understanding of the social, economic, cultural and political norms of Mexico, Guatemala, Honduras and Nicaragua, and a deep commitment to lifting up the human dignity of children and families across the region.



This leader will oversee and coordinate with highly capable affiliate national directors who have garnered national and international recognition for their leadership, service and advocacy. In close collaboration with the national directors, they will drive improvements and enhancements as necessary. They will play a central role in convening the national directors semi-annually on issues and initiatives of common concern. In addition, they will skillfully engage with donors and board members to grow support for Covenant House's work in Latin America.

This role requires approximately 33% regular travel throughout New York City, Guatemala, Honduras, Mexico and Nicaragua. This role also requires strong progressive managerial responsibility in nonprofit management and operations, preferably in an international nonprofit focused on services in Latin America. There is a strong preference for candidates that bring experience working with vulnerable or at-risk youth. Previous experience living and working in Mexico and/or Central America is also strongly preferred.

Keys responsibilities include:

- **Operational Management:** Provide a high degree of specialized knowledge in finance, nonprofit management and human services along with strong experience working directly with a Board of Directors.
- **Project Management:** Lead the management of program service tracking and evaluation; Monitor and continuously assess the needs of the programs and the Latin America teams, including all activities designed to meet the mission and objectives; Coordinate the work at the CHI level with Latin American liaisons in all the departments.
- **Strategic Leadership:** Facilitate engagement with affiliates in the implementation of strategic planning; Bridge local needs and goals with CHI's long-term strategies; Provide counsel to the national directors on Board recruitment and stewardship.
- **Fiscal Management:** Oversee budget preparation, development and monitoring, including enterprise risk management.
- **Human Resources:** Lead management and performance reviews for each affiliate national director and Covenant House International staff as assigned.
- **Communications and Advocacy:** Direct public communications strategies and advocacy with national directors to accelerate the work and impact of CHI; Ensure accuracy of tailored messaging and awareness of community specific issues and concerns. Create an agenda of Latin-American-specific policy and collaborate with Covenant House's advocacy team to identify funding and legislative priorities for Covenant House's work in Latin America.
- **Donor Stewardship and Fundraising:** Direct engagement with donors to grow support for Covenant House's work in Latin America, in strong partnership with Covenant House's development team.

CANDIDATE PROFILE

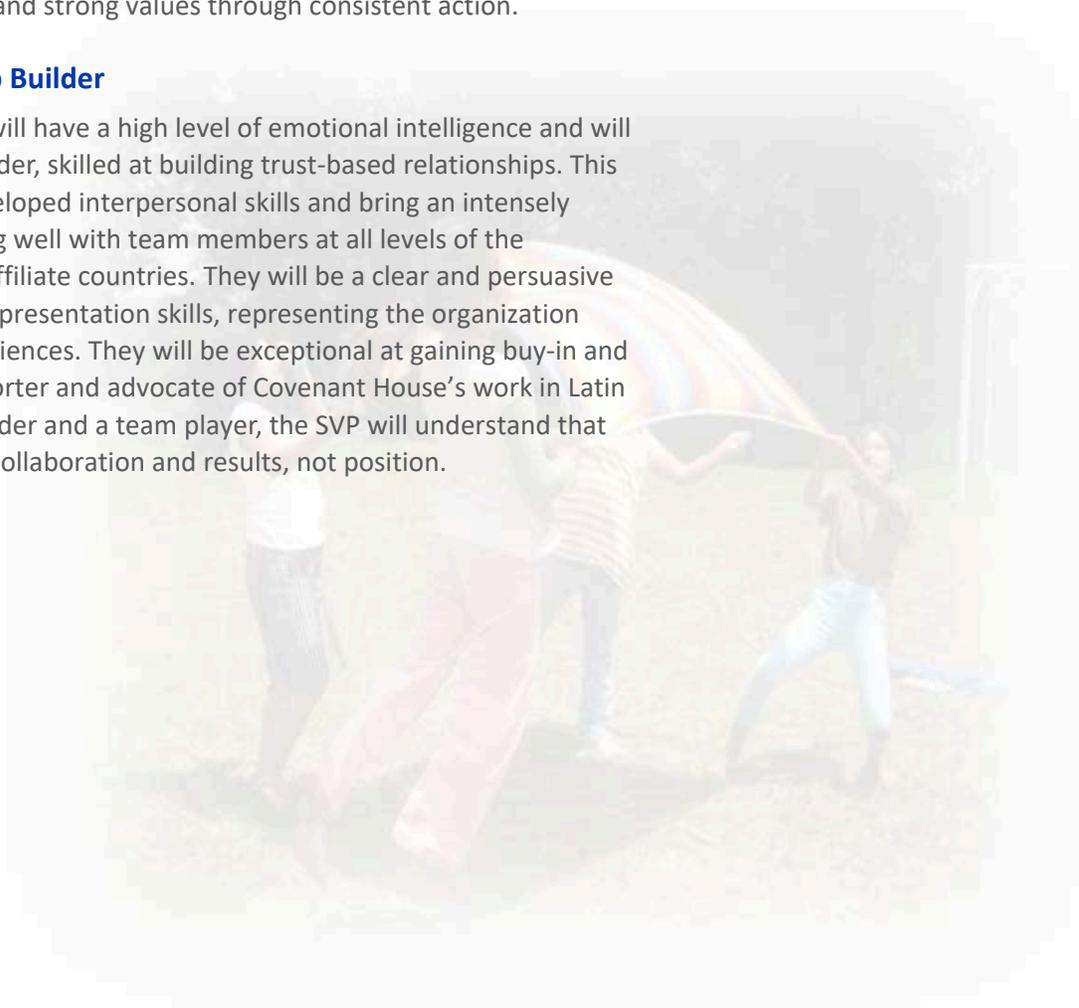
The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Passion for the Mission

The Senior Vice President will bring a profound and genuine passion for Covenant House's mission to help children, youth and families in Nicaragua, Honduras, Guatemala and Mexico. With an excellent sense of humanity, empathy and respect for others, they will be driven by CHI's commitment to addressing the complex needs of young people experiencing or at-risk of homelessness. The SVP will bring a track record of effectively leading teams through influence and will have the ability to serve as a strategic partner to the national directors. They will be innately excited by the opportunity to advocate for youth in the Latin American region and to be a spokesperson in the US for children's rights in Latin America. This leader will clearly and passionately model the organization's mission and strong values through consistent action.

Exceptional Relationship Builder

The Senior Vice President will have a high level of emotional intelligence and will be a culturally sensitive leader, skilled at building trust-based relationships. This leader will have highly developed interpersonal skills and bring an intensely collaborative spirit, working well with team members at all levels of the organization, including in affiliate countries. They will be a clear and persuasive communicator with strong presentation skills, representing the organization among a wide range of audiences. They will be exceptional at gaining buy-in and embrace serving as a supporter and advocate of Covenant House's work in Latin America. As a proactive leader and a team player, the SVP will understand that respect is earned through collaboration and results, not position.





Effective Operational & Administrative Leader

As a strategic partner to the CEO, COO and senior leadership team, the Senior Vice President will bring creative and constructive solutions to problem solving and operational tasks that will result in enhanced service across Latin America. They will also anticipate and manage problems quickly and effectively. The SVP will be successful at overseeing implementation of multiple projects, initiatives and strategic goals while also being nimble in response to the pressing needs in each of the affiliate countries. They will find value in delivering reports and data to support activities across Latin America, consistently evaluating metrics and monitoring progress that will lead to more opportunities to propel Covenant House's vision forward.

Collaborative Strategic Thinker

The Senior Vice President will be an effective operational leader with an appreciation for short-term and long-term planning to implement strategies. A results-oriented leader, they will be successful at orchestrating and communicating strategic processes that achieve key objectives. They will also be keenly aware of when to lead and when to lean into the expertise of others. The SVP will have the ability to hold teams accountable to deliver on strategic priorities while simultaneously providing support to address the needs of the affiliate sites. They will be passionate about guiding capacity building, engagement and cohesion among the affiliate sites in order to inspire new ideas and achieve desired impact.

COVENANT HOUSE COMMUNITY

Covenant House International's mission demands that we have all voices at the table. A team of diverse people, perspectives, and experiences is smarter, stronger and more effective for our young people. At Covenant House, every team member is valued, respected, heard and supported. Honest and courageous self-reflection on any aspects of the work that are based on biased or outdated viewpoints is welcomed. Covenant House deliberately creates opportunities for staff to grow and thrive.

Covenant House International is an Equal Opportunity Employer and prohibits discrimination and harassment of any kind: CHI is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. All employment decisions at CHI are based on business needs, job requirements, and individual qualifications, without regard to race, color, religion, belief, sex, sexual orientation, gender identity, national origin, veteran status, family or parental status, disability status, or any other status protected by the laws or regulations in the locations where CHI operates. CHI will not tolerate discrimination or harassment based on any of these characteristics and encourages all qualified applicants to apply. If you are fun, dynamic, and hardworking, come join an awesome international team in an organization with a heart!

Covenant House is a vaccinated employer. As such, prospective new hires will be required to provide proof of vaccination or be willing to receive the COVID-19 vaccination by date of hire to be considered unless they have requested and been granted a reasonable accommodation due to medical, religious or other reasons in accordance with applicable laws.



COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience. The salary range for this role begins at \$175,000 - \$210,000 annually, plus a competitive benefits package.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Tiara Muse is leading this search. To make recommendations or to express interest in this role please email tmuse@koyapartners.com.

All nominations, inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing an accessible search process for all, including individuals living with disabilities. If you need assistance expressing interest online or any aspect of the recruitment process, please email nonprofitsearchops@divsearch.com.

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 Koya Partners, visit www.koyapartners.com.