ABOUT CASA of San Luis Obispo County

CASA of San Luis Obispo County (SLO CASA) is a nonprofit organization dedicated to transforming the lives of abused and neglected children. For nearly 30 years, we have recruited, trained, and supported volunteers, known as Court Appointed Special Advocates, who assist children assigned to our organization by the courts. CASA volunteers work throughout the county, with foster children between the ages of newborn and 21. They provide advocacy in the courts and bring stability to their assigned children, helping to ensure that the needs of each child are met.

SLO CASA carries out its work with an annual budget of $1.3 million. It is led by a 13-member Board of Directors and has a dedicated staff of 14. SLO CASA’s more than 200 volunteers form the backbone of the organization, through their tireless direct work with children in the foster care system. SLO CASA is part of a statewide and national network of similar organizations. You can learn more about us at https://slocasa.org/

OVERVIEW OF THE JOB

The Executive Director is an experienced and compassionate senior leader with the vision, expertise, and passion needed to steward a county-wide organization that serves an exceptionally vulnerable population. This leader is an inspiring and effective communicator with the ability to engage, motivate, nurture, and collaborate with an array of internal and external stakeholders including but not limited to Board members, volunteers, staff, allied CASA organizations, courts, probation departments, family and child-focused agencies, social workers, attorneys, community leaders, individual donors, and grant-making organizations. Adept at financial management and committed to continuous improvement, the Executive Director is an experienced advocate and fundraiser who has a deep understanding of how to lead and manage all aspects of a mission-driven nonprofit organization. The successful candidate has a passion for and a familiarity with the challenges and opportunities inherent in leading an organization that seeks to protect the rights and wellbeing of marginalized children.

Among the Executive Director’s many duties, this leader is responsible for:

**Strategic and Collaborative Leadership**

- Building a positive workplace culture that fosters cohesion and innovation among diverse staff and volunteers
- Engaging the program and administrative staff in transparent and supportive conversations among and between them that energize the staff and produce new strategies for approaching the work
- Working with stakeholders throughout San Luis Obispo County and the State of California to identify and foster collaborative efforts that positively affect the well-being of abused and neglected children
- Stewarding change within the organization through visionary and strategic work that builds upon the integrity and quality of the existing work
External Relations and Fundraising

- Raising the visibility of SLO CASA and the needs of abused and neglected children through public speaking, promotional activities, and media messaging that inspires engagement
- Collaborating with the Development Director to craft and oversee an agency-wide fundraising plan
- Identifying and fostering relationships with individuals, corporations, government agencies, and foundations to promote the work of SLO CASA and to secure resources for its work
- Advocating throughout the community for policies and resources that address the needs of at-risk children

Management

- Operating with integrity, transparency, and accountability at all times with internal and external stakeholders
- Overseeing the financial and operational activities of the organization
- Providing on-going strategic recommendations to the Board based on new programmatic and funding opportunities, trends in the field, staff input/expertise, creativity, financial analysis, and risk assessment
- Working closely with the Board to ensure that programmatic, fiduciary, and legal compliance responsibilities are fulfilled in a transparent and responsible manner

QUALIFICATIONS

- A passion for and commitment to addressing the needs of abused and neglected children
- A track record of generating revenue for a mission-driven organization
- The ability to monitor and oversee the finances of a nonprofit organization
- Proven executive-level experience communicating, negotiating, and collaborating with diverse stakeholders
- Significant experience supervising, coaching, supporting, and mentoring a diverse staff and volunteer team
- The ability to speak persuasively to audiences of all types
- Preferred: Graduate degree in a related field (law, social work, psychology, management, etc.)

Salary range: $120,000 -$145,000. Benefits provided

How to Apply: Applications without a cover letter will NOT be accepted. Please submit a resume and cover letter via email to: Search@patlibby.com (enter SLO CASA in the subject line).

Posting Expiration Date: September 21th 5:00 pm PDT. Applications received after this time will not be accepted.

AMERICANS WITH DISABILITIES ACT COMPLIANCE INFORMATION: To comply with the Americans with Disabilities Act and other applicable laws ensuring equal opportunities to qualified individuals with a disability, reasonable accommodations are made for the known physical or mental limitations of an otherwise qualified individual with a disability unless an undue hardship, direct threat to health and safety or other job-related consideration exists.

SLO CASA is highly committed to diversity and a workplace environment that respects, appreciates, and values employees from all backgrounds; candidates of color are strongly encouraged to apply. SLO CASA is an equal employment opportunity employer. SLO CASA’s policy is to not discriminate against any applicant or employee based on race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status (including registered domestic partnership status), sex and gender (including pregnancy, childbirth, lactation and related medical conditions), gender identity and gender expression (including transgender individuals who are transitioning, have transitioned, or are perceived to be transitioning to the gender with which they identify), age (40 or over), sexual orientation, Civil Air Patrol status, military and veteran status, or any other basis protected by applicable federal, state, or local laws. SLO CASA also prohibits harassment of applicants or employees based on any of these protected categories.