



CHIEF EXECUTIVE OFFICER IDEAL CANDIDATE PROFILE

Green Chimneys is a multi-faceted nonprofit organization helping young people to maximize their full potential by providing residential, educational, clinical and recreational services, in a safe and supportive environment that nurtures connections with their families, the community, animals and nature. At this time, Green Chimneys is recruiting a visionary nonprofit professional to serve as its next Chief Executive Officer (CEO).

GREEN CHIMNEYS

Founded in 1947 and headquartered on a farm and wildlife center in Brewster, NY, with a second campus in Carmel, NY, Green Chimneys is recognized as a worldwide leader in animal-assisted therapy and educational activities for children with special needs. Green Chimneys services include an accredited special education school on two campuses; residential treatment center; nature-based therapeutic programs; community-based support for youth and families; and public education and recreation opportunities for all ages.



Each of our programs celebrates the dignity and worth of all living things. Green Chimneys is a pioneer in animal and nature-based therapy, striving to create a harmonious relationship among children, animals and the environment incorporating an array of educational, residential, recreational, and mental health services. Through innovative therapies and tools to teach critical life skills, we help youth reclaim their childhood, discover their self-worth and create a future for themselves as independent, contributing adults. We carry out this work in alignment with our Guiding Principles.

Our Guiding Principles



Our commitment is to foster in our children, families and staff, an inherent confidence in themselves and the development of positive expectations for their future. Our belief is that every individual's sense of well-being is enhanced through the embodiment of the following principles:

We value and promote Human-Animal and Nature-Based Interactions, understanding the impact they have on social development and emotional growth.

We provide supports that are Trauma-Informed to create an environment of safety and promote empowerment to the individual while allowing them to heal.

We provide children, their families, and our staff with opportunities for learning and growth by establishing expectations and goals that are Individualized and Strength-Based.

We are Family-Centered, recognizing that families are the experts on their child and that strong family and community connections are essential to positive growth and change and a sense of well-being.

We believe that Positive Reinforcement creates an environment that fosters growth and the development of skills.

We value a Collaborative Culture built on professionalism, accountability, respect and the unique contributions of all team members.

We are committed to constant Quality Improvement through continuous data collection, evaluation, research and adaptation.

THE ROLE OF THE CHIEF EXECUTIVE OFFICER

The Chief Executive Officer provides and oversees leadership for the organization. The CEO represents the organization in all aspects of the school with a strong focus on maintaining and/or improving the organization's positive place in the surrounding community and industry in general. The CEO works to maintain and instill an organization wide concern for quality care in accordance with the mission and philosophy of Green Chimneys.

Specific Responsibilities

- The CEO reports to the Board of Directors and attends all of the Board's meetings, with the exception of those Executive Sessions called for voting Board Members only.

- Serves as a non-voting member of the board. The CEO has general and active management of the Green Chimneys school and farm and sees that all orders and resolutions of the Board of Directors are carried out.
- Ensures proper service delivery by directly chairing and meeting regularly with the executive leadership team.
- Has regular and/or necessary contact with local and statewide elected officials, as well as the appropriate leadership at county and state agencies
- Participates in oversight agency audits and/or accreditation processes and/or internal and external investigations as needed. Represents the organization in legal proceedings when necessary.
- In close cooperation with, and as direct supervisor of, the Chief Financial Officer, develops and manages financial resources, reviews and maintains control of the organization's budgets to ensure fiscal responsibility and accountability.
- Conducts strategic and operational planning with the executive leadership team and board of directors.
- Provides leadership, accountability and advocacy. Maintains the highest standards in professional and personal practices.
- Works to further the organization's interests and/or ensure current knowledge of school- and farm-related trends and/or government issues or regulations.
- Represents the organization on industry-related committees and/or boards.
- Creates, supports and maintains a culture of continual quality improvement.
- Demonstrates and displays commitment to the Green Chimneys Guiding Principles, both in personal action and expectations of others.
- Communicates with all staff as needed.
- Develops effective Leadership and Management structures where areas of accountability are clear, Senior Leaders are mentored and supported, and future Leaders are developed.
- Other duties as needed.



Education/Experience

- Minimum of a master's degree in management or other related human services field required.
- Minimum of 5 years of progressively responsible executive level management experience required; 10 years or more preferred.
- Minimum of ten years' experience required as a supervisor/manager, preferably director level administrator in a non-profit therapeutic childcare and/or special education environment.
- Experience working in a clinically based multidisciplinary therapeutic environment required.

Licensure/Certification

Relative to degree.

IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate for this position will have a master's degree in Social Work, Mental Health Counseling, or related field as a minimum; a PhD would be ideal. In addition, the organization seeks candidates with a minimum 10 years of experience as a CEO, Executive Director, Chief Operating Officer or senior-level manager in a nonprofit organization setting, ideally with an organization that provides child and family services, and/or programs providing residential treatment services.

In addition, the ideal candidate for this position will demonstrate:

- Strategic leadership and visionary thinking with the ability to think strategically and anticipate potential needs of the organization.
- Positive energy and passion for mission
- Knowledge of the human-animal bond and how it relates to service delivery and/or a strong willingness to learn; direct expertise with children and animals preferred
- Strong business-mindedness
- Experience with nonprofit board governance.
- Success in creating a culture of philanthropy.
- Effective communication and brand building abilities along with experience with public speaking, professional networking and all forms of communication with staff and stakeholders
- Excellent people skills communicating and developing relationships with all stakeholders, including clients and their families, all levels of staff, board members, donors, governmental officials and a network of community providers
- Understanding of culture building and change management principles, organizational dynamics and issues in leading and managing in times of change, especially as it relates to complex organizations and residential treatment.

- Leadership experience in child welfare, special education and behavioral health required; familiarity with NY State child serving agencies is a plus

COMPENSATION

Green Chimneys is prepared to offer a competitive salary and benefit package to the candidate selected to be their new CEO. The starting salary will be in the \$275,000-\$290,000 range. Housing or housing allowance will be provided. In addition, this position offers an opportunity to join a dedicated team of professionals that is making a profound difference in the community and in the lives of the individuals who enjoy greater independence and are able to participate more fully in in society because of the organization's work

CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position, please send a cover letter and resume to Jim McGuirk, Executive Vice President at jim.mcguirk@dcm-associates.com. If you would like to discuss the opportunity further or would like to recommend a candidate, please contact Dennis C. Miller, Founder & Chairman at dennis.miller@dcm-associates.com.



*Executive Search
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