

Recruiting Need

Catholic Charities of St. Paul and Minneapolis is engaged in a national search to appoint the next President and Chief Executive Officer to lead this long-standing community pillar into the future. The ideal candidate will be a current CEO, COO, President, influential executive, or community leader. This inspirational leader must have a mission-orientation, a history of building stakeholder relationships and demonstrated followership. A visionary leader with strategic purpose, they embrace advancing racial equity and advocate for social justice while upholding the foundation of Catholic Social Teaching: the dignity of every person, the value of community, the pursuit of the common good and the principle of the preferential option for the poor and vulnerable. They will serve as an external and internal model culture carrier.

About Catholic Charities of St. Paul and Minneapolis www.cctwincities.org

Catholic Charities of St. Paul and Minneapolis ("Catholic Charities") serves those most in need. Now in their 150 years of service to the community they are a critical element of the social and civil infrastructure in the Minneapolis-St. Paul region. As the largest, most comprehensive social service and civic impact organization in the Twin Cities, Catholic Charities is relied on to solve poverty, create opportunity and advocate for justice. With a dedicated staff over 550 and an annual operating expense of approximately \$56 million, their programs for children, families and adults serve nearly 23,000 people annually regardless of faith, background, or circumstance. Through their advocacy efforts, Catholic Charities serves as a tireless voice for those who often go unheard. This work would not be possible without the dedicated volunteers and donors.

The Role

The Chief Executive Officer (CEO) will be a proven executive with focus on relationship management, accountability for results and a passion for the vision and mission of Catholic Charities. The CEO will have primary accountability for executing the mission of the agency, developing employee talent, and enhancing both public and private support for Catholic Charities. This leader will lead and model the overall culture and values of the organization. The CEO will think and act in a highly integrated and collaborative manner, and work to utilize the resources and talents of the entire organization. They will develop, implement, and evaluate operating strategies that are purposefully reliant on data, are quantifiable, and correlated with both community need and sustainability. Emotional and intellectual intelligence, strategic and creative thinking, and a results-oriented execution of strategies and tactics are required. The ability to relate and communicate authentically with internal and external stakeholders with different perspectives and build and maintain their confidence are critical attributes.

Candidate Background & Experience Requirements

Experience leading large, complex programs with accountability for data-informed decision making, managing, and leading through others and effectively stewarding external stakeholder relationships.

Bachelor's Degree required. An Advanced Degree strongly preferred.

- Experience managing sizable and complex budgets and knowledgeable in funding alternatives and government relations.
- Experience leading, motivating, and managing a diverse staff and supporting volunteer engagement in fundraising efforts.
- Program analysis capabilities, collaborations with internal financial stakeholders to develop and document accurate projections, and strategic planning skills essential.
- Track record leading, motivating, inspiring, and guiding well trained leadership teams through change.
- Culture builder who passionately drives the mission, vision, and values throughout the organization.
- Track record leading large complex organizations to higher degrees of operational excellence and continuous improvements.
- Preferred direct experience in cultivating, soliciting, and closing major and planned gifts.

Contact

Referrals or nominations of prospective candidates and / or for personal confidential consideration please send a confidential resume or CV with an introductory email letter to: ceo.cc@dhrinternational.com.

All referrals, inquiries, and nominations will be handled with utmost confidentiality.