employment opportunity

CEO & Executive Director

of

in Madison, Wisconsin

presented exclusively by

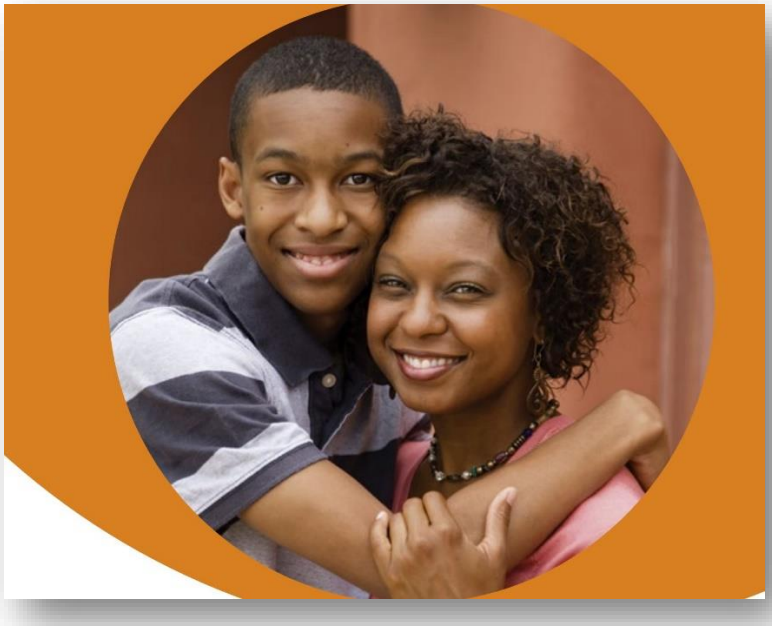
peter gray executive search

recruiting social impact leaders

to apply: bit.ly/BYS-apply

Approximately 300 youth in Dane County, Wisconsin go to bed homeless each night.

Briarpatch Youth Services plays a critical role supporting these youth, with the only shelter for unaccompanied runaway and homeless youth in the Madison, Wisconsin metro area.



Briarpatch is hiring a CEO & Executive Director to lead this essential work.

about Briarpatch Youth Services

Briarpatch Youth Services is a nonprofit organization operating **the only shelter for unaccompanied runaway and homeless youth in the Madison, Wisconsin metro area**.

Founded in 1971, Briarpatch now has a beautiful, modern facility with an 8-bed shelter, and program and office space; a team of about 50 mission-driven staff (31 full-time, 15-20 part-time); and a $2.6 million balanced budget.

Briarpatch works closely with local governments and other non-profit organizations to provide unique programs that fill service gaps. Briarpatch offers a broad array of programming for LGBTQIA+ youth, At-Risk Youth and Families, Youth Employment, and Court-Involved Youth.

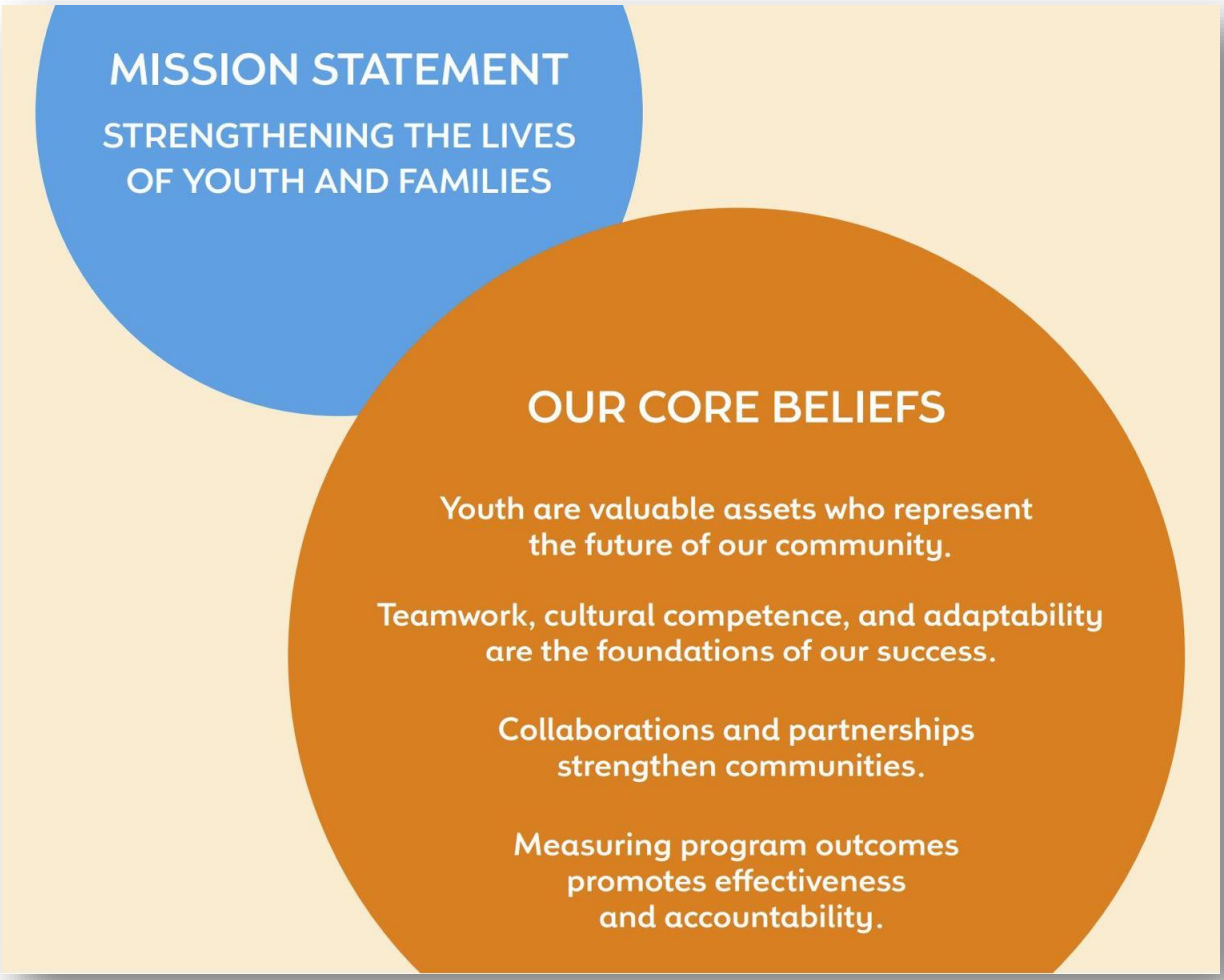
Briarpatch is committed to racial equity and inclusion, and supports and celebrates a diverse clientele. Approximately 80% of the youth accessing Briarpatch services are youth of color. Between 20-40% of youth staying in its youth shelter identify as LGBTQIA+. The Briarpatch staff reflects this diversity. More than 50% of the staff are people of color, and a significant number are LGBTQIA+.

All images courtesy of Briarpatch Youth Services, except where noted.

More about Briarpatch:

- Briarpatch celebrates its 50th anniversary, 2021 (article, video)
- Briarpatch opens its newly built facility for homeless youth, 2014-2015 (article)
- Briarpatch events: Pride Prom, Youth Art Festival
- Briarpatch annual reports

Briarpatch Youth Services' mission and core beliefs



about the position

The Board of Briarpatch Youth Services is seeking a new **Chief Executive Officer & Executive Director** to continue in its important mission of strengthening the lives of youth and families. This is an exciting opportunity for a passionate leader to build on the strength of this organization and to make a difference.

The CEO & Executive Director reports directly to the Board Chair and serves as the chief executive officer of the organization. The CEO & Executive Director will have overall accountability, responsibility, and authority for day-to-day operations in order to achieve the strategic objectives of the Board. This includes providing strategic leadership consistent with the agency's mission and values, promoting a positive organizational culture, effectively managing agency's financial resources, ensuring that services provided by the agency meet the needs of youth and families, and ensuring that the organization complies with contractual and grant obligations.

The CEO & Executive Director's primary responsibilities are:

Leadership and Culture:

Cultivate and embody an organization that is innovative, diverse and equitable.

- Actively engage and energize staff, the Board of Directors, and the community around the organization's mission, vision, and values.
- Build and maintain a culture of equity and inclusion in the organization for all staff and clients.
- Encourage and embody innovation, forward thinking, and evidence-based programming.
- Regularly monitor the market conditions, identify environmental changes and trends affecting the organization; capitalize on opportunities and adjust as needed.
- Support staff by being consistent, visible, and physically present.
- Build community within the agency (among staff).

Organization Mission and Strategy:

Connect programming to the 2022 Strategic Plan to achieve the agency's mission.

- Implement the Board approved Strategic Plan to ensure that the organization can successfully fulfill its mission into the future.
- Promote the importance of the agency's services to various stakeholders that are connected to the youth justice and restorative justice systems and communities.
- Maintain and take an active role in public policy and advocacy, which affects those served by the organization.

Communication:

Briarpatch Youth Services delivers services and programs in an inclusive environment intended to meet the needs of all youth. The ability to embrace and effectively communicate this aspect of the mission is a core component and essential to maintaining effective relationships with the community.

- Serve as the primary spokesperson for Briarpatch Youth Service (BYS) in the community; be active and visible in the community, and develop good relations with government, public and private organizations, partners, and donors.
- Position the organization as a leading provider of youth services and maintain its reputation as a respected authority in the industry.
- Develop and execute an effective internal communication strategy, incorporating all team members.

Financial Performance and Viability:

Ensure the fiscal health of the organization.

- Monitor the operations, ensure the programs are properly resourced, manage all assets, balance budgets, and drive and strengthen revenue. Keep the board apprised of any trends or considerations related to these fiscal matters.
- Operate within the approved budget, ensure maximum resource utilization, and maintain the organization in a positive financial position.
- Maintain diverse sources of revenues by fundraising, applying for public and private funds, and developing other resources necessary to support the mission.
- Oversee and support the preparation of the annual budget.
- Manage agency contracts with funders and monitors contract compliance.
- Support the completion of reporting requirements and data management for all federal, state, county and city funding opportunities.

University of Wisconsin-Madison fundraiser for Briarpatch Youth Services.

Board Relationship:

Partner with the Briarpatch Board of Directors to achieve the mission of the organization.

- Lead the organization in a manner that supports and guides the organization's mission as defined by the Board of Directors.
- Assure the Board of Directors is staffed and kept fully informed of the ongoing status of programs, finances, policies, and other areas of Board oversight.
- Coordinate the work of the Board appointed committees and serve as an ex-officio member of each. Oversee and support the development of strategic plans, arrange for accurate meeting notes, and provide assistance to ensure effective governance as stated in the by-laws.
- Coordinate and communicate with the Board, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.

Operations:

Effectively administer agency operations.

- Implement evidence-based programs that carry out the agency's mission.
- Hire and retain competent and qualified diverse staff.
- Execute contracts, agreements, and other instruments made and entered into on behalf of the organization.
- Ensure the organization meets and exceeds regulatory compliance, and that care is delivered to clientele at the highest professional levels achievable.
- Balance the need for onsite, hands-on operations with offsite community and fundraising work.

Briarpatch opened its new facility in 2014, vastly expanding its ability to support homeless and at-risk youth.

experience and qualities sought

- Demonstrated ability to manage and lead change.
- Demonstrated financial management abilities including budget oversight.
- Ability to manage and supervise staff of a similar or larger number than the staff at Briarpatch.
- Ability to effectively lead, motivate, inspire and mentor internal staff.
- Values collaboration both internally and externally and actively seeks to involve others in the decision-making process.
- Ability to raise visibility of the agency and develop a high profile with key external constituents.
- Comfortable and skilled as a spokesperson and face of the organization.
- Visionary, collaborative and forward-thinking leadership style with strong cultural diplomacy skills.
- Possesses a strong knowledge base in the areas of equity, diversity, inclusion, intersectionality, and social justice.
- Proven skills in effectively executing diversity and inclusion strategies both internal and external.
- Ability to manage and prioritize multiple activities such as reporting and application licensure deadlines, and staff and community meetings.
- 10+ years of nonprofit experience in a human services or youth development setting, that includes leadership experience building teams, is desired.
- Broad experience with and knowledge of non-profit administration including finances, budgets, policies, procedures, and leadership.
- Expertise in the following areas:
    - Written and verbal communication
    - Budget and fiscal management including HR and program policy
    - Fundraising, and government and private grants; technical grant writing
    - Government contract and RFP management
    - Program and personnel management
    - Equity, diversity, and inclusion strategies
    - Effective spokesperson / Public relations
    - Board governance
- Bachelor's degree in human services, education, or a closely related field; or comparable experience.

compensation and benefits

Briarpatch Youth Services' CEO & Executive Director position has a salary range of $100,000 - $110,000.

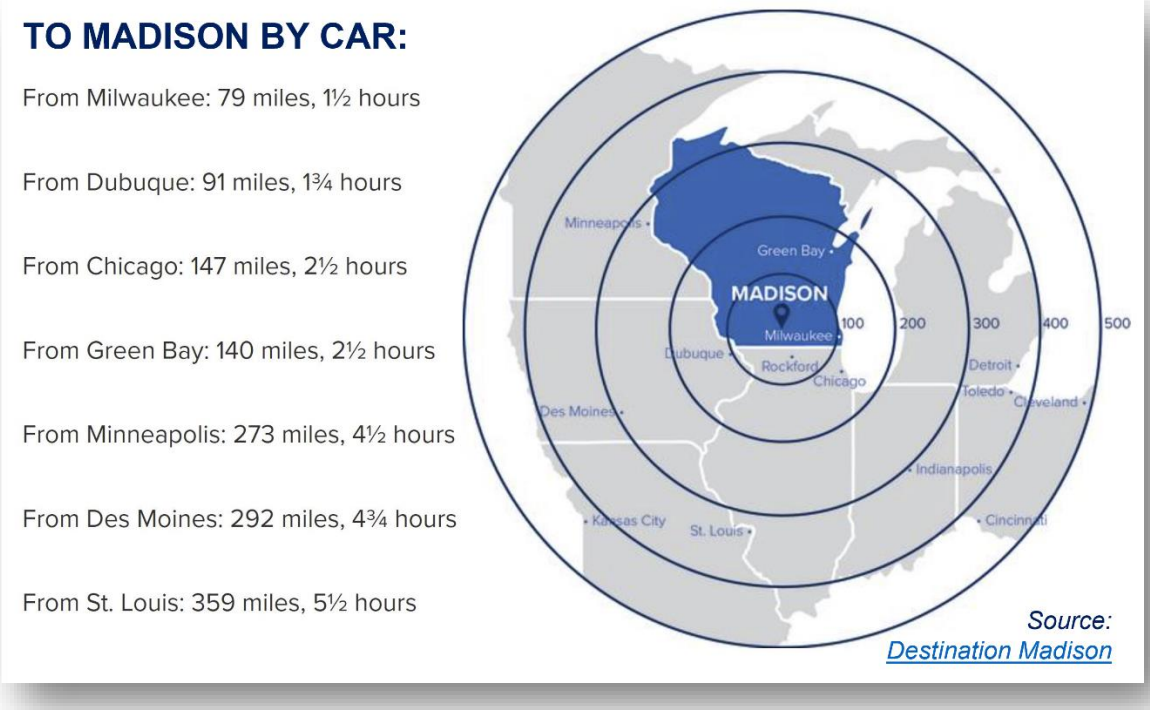
Briarpatch Youth Services' employee benefits include employer-subsidized group health and dental plans; life, accident & illness, and short-term disability insurance; retirement plans with a discretionary annual employer contribution; flexible spending plan; 11 paid holidays and generous paid time off.

job location: Madison, Wisconsin

Briarpatch Youth Services serves Dane County, Wisconsin [the metro Madison region], with its office and shelter located on Madison's South Side.

Due to the leadership nature of the work, this is an onsite position whose responsibilities cannot be fulfilled remotely. So the CEO & Executive Director is expected to reside in the Madison metro area, and to commute to the Briarpatch Youth Services office daily.

This is a national search, and Briarpatch Youth Services is ready to offer financial assistance for relocation.



about Madison, Wisconsin

Madison, Wisconsin is a vibrant city of over 250,000 residents. Its Dane County metro area is home to over 550,000 residents, making it Wisconsin's second largest metro, after Milwaukee.

Madison is the capital of Wisconsin, a world-class research & technology university city, and a thriving creative-class hub.

Nestled on a chain of scenic lakes, the Madison region has been home to the Ho-Chunk nation for over 11,000 years. Its Ho-Chunk name is Dejope, meaning "Four Lakes." The region has the world's largest concentration of Indian effigy mounds. There are dozens on the University of Wisconsin-Madison campus alone.

Madison is consistently named a best place to live in US nationwide rankings and surveys. Madison earns accolades for its green & healthy lifestyle, its gender parity at work, its LGBTQ+ friendliness, its educational attainment, its family-friendliness, its sports, its great beer scene, even its happiness. (See Madison rankings, fun facts, and things to do)

Madison's local economy and job market are among the strongest in the US. Dane County (metro Madison) had just 2.7% unemployment in June 2022. (Compare to unemployment rates of 2.9% statewide and 3.6% nationwide). National and global companies headquartered in metro Madison include Epic Systems, American Family Insurance, Exact Sciences, Lands End, CUNA Mutual, Promega, ETC, and Sub-Zero.

Madison has a vibrant nonprofit sector. Locals like to say Madison has the most nonprofits per capita of any US city. (Don't tell them this report ranks Madison #2!)

With a median home cost of $328,700, Madison offers a lower cost of living than many desirable metros.

Madison's racial and ethnic demographics: 73% non-Hispanic White, 9% Asian, 7% Black, 7% Hispanic, 6% other.

Business and civic organizations active in Madison include Downtown Madison Inc., the Greater Madison Chamber of Commerce, the Madison Black Chamber of Commerce, the Latino Chamber of Commerce of Dane County, the Hmong Wisconsin Chamber of Commerce, and the Wisconsin LGBT Chamber of Commerce.

interested?

Please apply confidentially: bit.ly/BYS-apply

The position is open until filled. It was announced on October 18, 2022. Rather than setting an application deadline, we are considering applications and holding interviews on a rolling basis. Our goal is to fill this position by January 2023. For best consideration, those interested are encouraged to apply promptly; and to complete the optional questions in the application, in lieu of a cover letter.

November is National Runaway Prevention Month. These 300 green flags are lined up every November along Rimrock Road outside Briarpatch Youth Services, to represent the 300 youth who are homeless in Dane County each night. (Photo: Madison 365)

Briarpatch Youth Services has exclusively retained **Peter Gray Executive Search** to conduct the search for its new CEO & Executive Director. Peter Gray Executive Search is a social impact executive search firm in Madison, Wisconsin.

Briarpatch Youth Services and Peter Gray Executive Search are Affirmative Action/Equal Opportunity Employers. We recognizes the value, potential, and contributions of the most marginalized people in society — including people of color, people from working class backgrounds, persons who are differently abled, women, and LGBTQIA+ people. We believe that these communities must be centered in the work we do. We, therefore, strongly encourage applications from people with these identities or who are members of other marginalized communities.

about peter gray executive search

Peter Gray (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fight bias in hiring.

As founder and CEO of Peter Gray Executive Search, he guides nonprofit organizations and social impact employers through leadership succession and other strategic hiring. He also trains employers on diversifying hiring outcomes, and coaches individuals on overcoming bias in job search and career advancement.

Peter began his career in executive search at Korn Ferry in New York City. He gives back as a volunteer adviser, fundraiser, and board member for nonprofit and civic organizations. He chairs the Boys & Girls Clubs of Dane County's Move4BGC campaign, which has raised over $8 million for youth development.

Peter holds a BA from Harvard University, and an MBA from Columbia Business School.

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