



Chief Executive Officer
Woodcraft Rangers
Los Angeles, CA

Woodcraft Rangers seeks a dynamic, entrepreneurial Chief Executive Officer (CEO) who will lead and inspire its team of passionate staff, volunteers and partners to strengthen and grow its excellence in expanded learning programs for youth throughout the County of Los Angeles. At Woodcraft Rangers, our mission is to “guide young people as they explore pathways to purposeful lives” because we believe that today’s world demands a new generation of dreamers, innovators, linguists, and creative problem solvers for tomorrow. For 95 years, Woodcraft Rangers has been a leader in inspiring youth to meet the demands of our ever-changing world.

Woodcraft Rangers’ creative approach sparks students’ imagination and passions so that they become and remain involved over time. With its focus on young people (ages 6-18) and its engagement of the youths’ families, it is essential that the CEO have experience in youth development and working with diverse populations.

To meet its mission, Woodcraft Rangers works in concert with local school personnel to ensure continuity, alignment and success. The new CEO should demonstrate strong relationship management skills and experience in navigating education systems.

THE OPPORTUNITY AND THE ORGANIZATION

Established in 1922, Woodcraft Rangers has built a reputation as one of Los Angeles’ most innovative and successful providers of expanded learning opportunities. Last year, Woodcraft Rangers served more than 13,000 students in four school districts. NVISION, its signature expanded learning program, promotes self-discovery, critical thinking and achievement by engaging imagination, stimulating thinking, uncovering talents and revealing potential.

The next CEO has the opportunity to build upon this longstanding reputation of excellence while continuing to innovate the organization’s vision, brand, programs, service delivery model and operations to best meet the needs of the youth and families it serves. In addition, the ever-evolving education and funding landscape will require creativity and an entrepreneurial spirit to explore new resources to support and sustain its programs and operations.

With an annual operating budget of approximately \$11 million, 40 full-time staff in its central office and nearly 400 part-time employees in more than 70 school-based sites, and a 16-member board of directors, one of Woodcraft Ranger’s most valuable assets is its dedicated

staff and volunteers. This position is an opportunity for a collaborative leader to inspire, strengthen and empower a team of staff and volunteers who are passionate about the organization's mission and commitment to providing youth and their families with excellence in service.

RESPONSIBILITIES

Woodcraft Rangers is one of the largest expanded learning programs in the Southern California region. It seeks a CEO who can manage multiple responsibilities and perform a variety of functions while continually striving for excellence and results.

A typical day might include: meeting with school district officials to advocate for continued support for and expansion of expanded learning programs; leading a management team meeting to review quarterly data and progress on the organization's strategic goals and objectives; facilitating a conference call with the board finance committee on the organization's annual audit process; hosting a site visit with a funder; and joining staff at a school site to engage with youth and their families.

The CEO will be responsible for:

- **Vision and Leadership**

Reporting to an engaged and committed board of directors, the CEO will provide vision, leadership and management to empower a team of passionate and dedicated staff and network of educational partners to deliver upon Woodcraft Rangers' mission. S/he is knowledgeable about circumstances that could affect the agency and looks for opportunities to make strategic changes that will positively impact the organization.

- **Advocacy and External Relations**

While responsible for the day-to-day operations, the CEO will also be visible and engaged with state and local policy makers, school officials and staff, individual donors, foundations and constituents (youth and their families). The CEO will maintain, strengthen and expand relationships with key stakeholders while advocating for policies and resources that support Woodcraft Rangers' mission and vision. S/he will be as comfortable meeting with a school district superintendent as with engaging with youth and their families at a school site.

- **Programming and Resource Development**

The CEO will manage, strengthen and empower the organization's programs and resource development teams to ensure excellence in service delivery and sustained support for its programs. S/he will work with staff to ensure systems are in place to demonstrate and track progress and results. The CEO will also work with the staff and board to communicate the organization's results and impact to its strategic partners, donors and funders to secure ongoing funding and resources to support its programs. S/he will have an entrepreneurial approach to explore creative resource development options and work with the fund development team to implement its fundraising strategies.

- Management and Sustainability

The CEO will maintain a collaborative organizational culture internally and externally, while working to improve and enhance the organization's capacity and sustainability. The CEO will work closely with the board and senior management team to ensure financial, information technology, planning and operational systems are strategically managed and remain fiscally and administratively sound. The CEO will maintain accountability, transparency and legal compliance in its operations. S/he will also build upon a team-oriented and collaborative organizational culture to ensure that its staff and their knowledge of program and field operations continuously informs improvements in programming and that the organization's programming achieves results and demonstrates impact.

IDEAL EXPERIENCE AND CHARACTERISTICS

Woodcraft Rangers is excited to hire its new leader, who ideally possesses a broad set of experiences, skills, knowledge and personal attributes including:

- Inspiring, dynamic and collaborative leader.
- Strong, effective manager with at least ten years of experience in a senior leadership role in the nonprofit sector, with significant experience in youth development and educational enrichment programs.
- Experienced decision-maker, problem-solver and team-builder.
- Entrepreneurial, with experience in positioning an organization for growth and innovation.
- Seasoned in navigating institutional, policy-making and funding systems for youth development and educational enhancement programs. Experience working with Los Angeles Unified School District and other Los Angeles area districts is a plus.
- Excellent communication skills, including strong writing, public speaking and internal communications experience.
- Culturally sensitive and experienced in working with diverse populations.
- Minimum bachelor's degree, with preference for master's degree in education, business administration, public policy or related fields.

COMPENSATION

Salary is competitive and will be commensurate with experience. Additional compensation includes medical and retirement benefits.

HOW TO APPLY

Interested candidates should email a cover letter and resume to the Search Committee at pathways@woodcrafrangers.org. Last date to apply is October 15, 2017.

Finalist candidates will be asked to provide references, salary history and writing samples. Any offer of employment will be conditional upon completion of a background check including employment and education verification, DMV, criminal background and credit checks in accordance with all applicable local, state and federal employment laws.

Woodcraft Rangers is an equal opportunity employer and considers all applications without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.