

POSITION PROFILE

CHIEF EXECUTIVE OFFICER

TEXPROTECTS

LOCATION FLEXIBLE WITHIN TEXAS



THE CHIEF EXECUTIVE OPPORTUNITY

With a strong foundation that includes nearly 20 years of successful data-informed policy outcomes, programmatic progress, and public awareness endeavors, TexProtects is gearing up for its next chapter of statewide and community impact. As the leading voice for child abuse prevention in Texas, and in the organization's capacity as the Texas Chapter of Prevent Child Abuse America, TexProtects wields significant influence in the child welfare arena across the state and in the national conversation.

TexProtects, a nonprofit and nonpartisan organization, is seeking a mission-driven, highly strategic, dynamic Chief Executive Officer (CEO) to lead the organization into this next chapter, galvanizing current and future supporters to rally around its cause. Motivated by a deep commitment to the prevention of child abuse and neglect and the resultant social and economic impacts of failing to do so in our society, the CEO will serve as a visionary and energizing champion for TexProtects' work, inspiring the staff, board, partners, and supporters while keeping children and families at the center of all the organization does.

Externally, the CEO will be expected to project a vision for the well-being of Texas children that motivates partners and funders to be part of TexProtects' journey and to build recognition of TexProtects as a preeminent thought leader and effective voice for smart, data-informed policies, programs, and practices that advance the mission. Internally, the CEO will provide strategic leadership for the organization's exceptional staff and ensure availability of the resources and supports necessary for the team to advance the organization's mission while achieving career fulfillment. The CEO will exemplify the spirit of servant leadership toward the children and families who are the focus of the organization's work and towards the many partners alongside whom TexProtects does its work.

Reporting to the Board of Directors, the CEO will provide leadership and management across all aspects of the organization, with specific areas of focus that include:

- Completion and implementation of a new strategic plan for the organization, building on the initial work of the board and staff to inform this search but leaving substantial room for the CEO to speak into the direction and content of the final plan.
 - Cultivating and stewarding relationships with TexProtects' current and prospective funders and building and executing strategies to diversify funding sources to ensure the team has the resources necessary for long-term sustained success.
 - Developing and maintaining trusted relationships with elected officials and their staff, and with state agency leaders, that contribute to TexProtects' ability to influence policy decisions that are aligned with the organization's public policy agenda.
 - Engaging partners in the child welfare space to leverage their voices to help support the success of TexProtects' policy and advocacy agendas, and in turn supporting the efforts of other voices and their contributions to the wellbeing of Texas children and families.
 - Upholding and modeling an inclusive organizational culture that celebrates and encourages collaboration, respect, diversity, belonging, and integrity, and that puts the best interests of children and families at the center of TexProtects' work.
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CEO CANDIDATE PROFILE

TexProtects is seeking a strong, compassionate, and dynamic leader with a proven track record of successful leadership. Candidates should be prepared to present personal commitment and values that align with TexProtects' belief in the potential of every child and the vital importance of preventing child abuse and neglect that so often diminishes that potential, most especially among historically marginalized communities, including communities of color that experience disparities and disproportionality in their interactions with the child welfare system.

While TexProtects is open to considering many different professional backgrounds and recognize that no one individual will likely possess every qualification outlined, the successful candidate will bring most of the following professional qualifications and personal attributes to this role:

- Progressive **senior-level leadership** experience with a proven track record of successfully leading and managing a mission-driven, outcomes-based, and financially stable organization, preferably within the nonprofit or philanthropic sectors.
- Experience partnering with a Board and team to develop, communicate, and execute **a bold and inspiring vision and strategy**, preferably one centered around children and families.
- An **empathetic, inclusive, and transparent management style** that balances accountability and autonomy as well as the needs of the organization with the needs of the team; commitment to professional development of the team; and an exceptional track record of recruiting and retaining a strong and diverse team.
- A **financially savvy leader** with a demonstrated understanding of sound and sustainable budgeting, recognizing near-term and long-term trends, establishing and building reserves to support stability and growth, and translating financial data into clear and digestible information for the Board.

- The ability to **cultivate and steward individual donors and philanthropic partners** accompanied by a zest for cultivating new donors and diversifying revenue sources.
- The ability to passionately champion an organizational mission with **dynamic and persuasive communication skills** that inspires both internal and external constituents and creates visibility and momentum that broadens support for the organization's body of work.
- The ability to **build sustainable and productive partnerships** with nonprofits, philanthropic partners, advocates, elected officials, and governmental entities by being politically astute and actively collaborative, and by teaming with these and other diverse constituencies to harness the power of collective action.
- An **analytical and strategic leader** with the ability to take in and synthesize information and data from multiple sources and be an active listener in making sound decisions; set clear priorities, effectively delegate; extend trust to a team; and guide investment in people and systems.
- Ideally, a working knowledge of the **Texas child abuse prevention ecosystem** and its primary pillars, programs, and practices; coupled with familiarity and ideally a history of engagement at some level with the Texas Legislature.



TexProtects
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LOCATION & TRAVEL

TexProtects is open to candidates from a variety of geographic locations across Texas with preference for cities that provide a good base from which travel is convenient. The organization's current office is located in Dallas, but staff currently live in Dallas, Austin, and Houston.

Candidates will need to be open to some frequency of travel within Texas and less frequent travel outside the state.

EDUCATION & EXPERIENCE

This position requires a Bachelor's degree, and a Master's degree is preferred but not required. It is required that candidates have at least seven years of prior executive or senior management organizational experience in the nonprofit, public, or private sector.

COMPENSATION & BENEFITS

The compensation for this full time, exempt, salaried position will be very competitive and is designed to match the selected candidate's professional experience and overall value proposition to TexProtects. TexProtects offers a comprehensive benefits package that includes generously subsidized health insurance coverage, a 401(k) retirement plan, generous paid time off, opportunities for remote and flexible work arrangements, and a commitment to professional development. This position is subject to State of Texas employment laws.

ABOUT TEXPROTECTS

Founded in 2004, **TexProtects** is a nonprofit and nonpartisan organization in Texas focused primarily on the issue of child abuse and neglect prevention and the aftermath in its absence. It is the Texas Chapter of the Prevent Child Abuse America national network – the nation's oldest and largest organization committed to preventing child abuse and neglect before it happens.

TexProtects' vision is that all Texas children can grow up safe, protected, nurtured and thriving. The organization's mission is to protect Texas children from the trauma of abuse and neglect and make it possible for families to thrive through advocacy, research, partnerships and public awareness. TexProtects helps build strong, safe childhoods for Texas children and families by developing and driving solutions to child abuse and neglect. They know that when children thrive – so does Texas.



The impact of this work over the past 20 years speaks volumes. Among its many efforts and results, TexProtects has led or assisted in passing 53 bills that improved the Texas Child Protective Services (CPS) system, secured \$200 million for home visiting programs to prevent child maltreatment, and helped 23,000+ Texas families receive mentoring and coaching during supportive home visits.

The TexProtects staff team is a very talented, smart, and passionate group of nine professionals with expertise in child abuse and neglect prevention, the Texas child welfare system, nonprofit finance and administration, fundraising, marketing and communications, and more. The organization is currently led by an interim CEO. TexProtects is governed by an influential and diverse board of directors representing the business community, the judicial system, the nonprofit sector, and the philanthropic community.

VIEW WEBSITE

WWW.TEXPROTECTS.ORG

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REPORT**

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THE STATE REPORT**

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CONTACT

Matt Kouri and his consultancy, Good Works Advisors, have been exclusively retained for this search engagement. To express interest in this role please submit a resume and cover letter outlining your specific interest in and fit for this position, both in PDF format, via email to matt@goodworksadvisors.com.

TexProtects is an Equal Opportunity Employer committed to sustaining a work environment that is welcoming, respectful, and encouraging to all. TexProtects fosters a culture of inclusion that celebrates and cultivates diversity, and the organization encourages applications from prospective candidates who represent all backgrounds and especially welcomes expressions of interest from candidates who share TexProtects' values and have lived experience in the child welfare system.



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