



## LA's BEST Afterschool Enrichment Program

### Position Summary

President & Chief Executive Officer

Application Deadline: June 1, 2023

LA's BEST Afterschool Enrichment Program, founded in 1988 by Mayor Tom Bradley, is seeking to hire an experienced President & CEO to lead the organization.

After the school day ends, LA's BEST begins! In partnership with Los Angeles Unified School District, LA's BEST provides a holistic approach to youth development enrichment programs, by ensuring that each student after school feels safe, has access to a healthy meal and academic support, is engaged in physical activity, and is supported by a trained and caring adult—all at no cost to families. Currently, LA's BEST is serving nearly 200 elementary schools. LA's BEST students develop skills that can positively impact their lives today, and well into their future.

LA's BEST is an independent 501(c)(3) nonprofit organization with a unique organizational structure, including a partnership with the City of Los Angeles and the Los Angeles Unified School District (LAUSD). The President & CEO oversees the nonprofit office, which works hand-in-hand with LAUSD and is comprised of approximately 15 staff members who are responsible for finances, communication, public affairs, fund development, and strategic relationships to maximize the impact of the program. LA's BEST programming is delivered through LAUSD and more than a thousand staff members working at school sites are overseen by the Chief Operating Officer as part of the District's Beyond the Bell Branch.

In partnership with LAUSD, LA's BEST has an annual organizational budget of nearly \$42 million which comes from the following sources: State of California (88.7%); Federal Government (0.7%); City of Los Angeles (6.1%); and private fundraising (4.4%), which includes private foundations, individual donors, and fundraising events. Of that amount, the nonprofit oversees approximately \$8.5M per year, including approximately \$1M in unrestricted fundraising revenue. The President and CEO works to sustain and grow both public and private funding to better serve the LA's BEST program and its students.

<https://lasbest.org/>

### **About The Job**

This is an exceptional opportunity for a proven visionary and action-oriented leader with executive experience to build on LA's BEST's rich history and impact, inspire and drive collaborative growth, advocate in the afterschool and expanded learning field, and increase and diversify revenue with an emphasis on maximizing and expanding public funding, increasing funds raised from individuals, foundations, and corporations. The President & CEO works to enable access to LA's BEST programming

to the greatest number of children possible, while maintaining overall program quality and equity of access throughout the communities served; and continuing to invest in staff and build a collaborative culture that values staff input and development, prioritizes diversity and inclusion and better positions and markets LA's BEST as an employer of choice.

The President and Chief Executive Officer (CEO) will be responsible for the success of the organization in collaboration with the Board of Directors, Los Angeles Unified School District (LAUSD), the City of Los Angeles, the private sector, and a team of committed and talented staff. Reporting to the Board of Directors, the President and CEO will lead the Board and staff through the development, refinement, and execution of a holistic and unified strategic vision and multi-year strategic plan. As the lead executive, spokesperson and advocate for LA's BEST, the President & CEO will strengthen and expand public and private partnerships significant to the organization's health and impact, including collaborating with the Chief Operating Officer, representing LAUSD, to ensure effective implementation of the mission.

LA's BEST's next President & CEO will demonstrate integrity; a transparent and collaborative style; an enthusiasm for the mission of the organization; and a commitment to boldly pursuing sustainable growth and change to move LA's BEST forward.

### **Responsibilities**

The paramount goal of the President and CEO will be to strengthen LA's BEST's fiscal ability to provide a safe, nurturing and enriching afterschool program at no cost to families living in under-resourced communities throughout Los Angeles. The CEO will be responsible for maintaining financial stability and increasing internal operational efficiency related to public and private funds; diversifying and expanding revenue; increasing external visibility and awareness; collaborating with the Board; elevating influence over policy development; and building a collaborative, cross-functional organizational culture, with an emphasis on diversity, equity and inclusion across the organization.

As a public-private partnership, LA's BEST programming is delivered through LAUSD and overseen by the Chief Operating Officer. While the President & CEO does not have oversight over direct services, they work in close partnership with the COO to secure opportunities from the public and private sectors to expand and enhance equitable programming in support of the organization's mission.

### **Provide Visionary & Strategic Leadership**

- Evaluate and organize the organization's capacity to most effectively increase revenue and awareness from public and private sectors. Be a champion of innovation.
- Spearhead, implement and evaluate an inclusive, transparent and comprehensive strategic planning process including fiscal responsibility with the Boards, COO, staff and key stakeholders.
- Collaborate closely with the COO to prioritize and set financial goals to meet the short-term and longer-term programmatic needs.

- Partner with the Board and LAUSD leadership to determine the pace at which priorities can be advanced, decide which projects deserve primary attention, and monitor the rate at which decisions are implemented.
- Monitor trends in nonprofit management to assure LA's BEST's plans and programs reflect best practices and anticipate potential challenges.
- Prioritize and expand efforts to center diversity, equity, inclusion, and access and intentionally apply a social justice lens to all decision-making and strategic planning within the organization.
- Establish LA's BEST as a thought-leader in the education field and as a solution to equitable and sustainable community development across Los Angeles.

### Represent & Advocate

- Serve as the chief spokesperson and advocate for LA's BEST. Represent LA's BEST with the media and at functions such as community and fundraising events.
- Build and nurture aligned partnerships with constituents to strengthen LA's BEST's ability to raise funds and awareness. Constituents include: elected officials and policy makers (including the Mayor's Office & LAUSD), corporate, community, and civic leaders, foundations, noteworthy philanthropists, other nonprofit leaders and donors, and the broader community.
- Build coalitions to elevate LA's BEST's role in advocacy and strengthen the organization's ability to drive policy change and increase government funding.

### Fundraise: Strengthen Revenue & Resources

- Ensure there is sufficient revenue to meet LA's BEST's operational needs and strategic goals by increasing the efficacy of current revenue sources and identifying opportunities to develop new sources.
- In collaboration with Boards and staff, grow and establish a sustainable, diverse and continuous fund development strategic plan including private and public avenues of support.
- Actively identify, cultivate, and solicit donor prospects.
- Guide proactive marketing and branding strategies to engage the community and raise awareness and funding.

### Board Development & Engagement

- Cultivate a strong and transparent working relationship with the Board of Directors and ensure open and regular communication about the measurement of financial, programmatic, and impact effectiveness against stated milestones and goals.
- Guide and consult with staff on the direction and goals of each of the Boards, currently consisting of: Board of Directors, Advisory Board and BEST Friends Board.
- Engage and empower board members, from all three Boards, to participate in efforts to build new relationships to benefit LA's BEST and its mission.
- Identify and recruit effective board members who represent a diverse range of demographics.

- Partner with board leadership to facilitate optimum performance by the boards and committees, while invigorating the participation and contributions of individual members.

### Strengthen Infrastructure & Operations

- Maintain the financial health of the organization, including developing long- and short-range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities to support the needs and goals of LA's BEST programs, services, and staff.
- Oversee a team responsible for finances, communication and public affairs, fund development, and strategic relationships; build capacity to sustain and grow the impact of LA's BEST as the organization evolves.
- Enhance cross-functional collaboration, alignment and cohesion among the nonprofit arm of LA's BEST primarily responsible for fundraising and administration and the programmatic arm that conceives, runs and evaluates the program.
- Analyze current development operations and costs to identify opportunities to increase efficiency, cost-effectiveness, and impact; using data and research to inform key decisions.
- Deploy resources efficiently and effectively, working with the leadership team to balance staff workload and effort, and provide regular feedback and development opportunities so staff can continuously grow and improve.

### Candidate Profile

The President & CEO will have demonstrated experience and ability in fundraising, advocacy, and organizational administration. This executive will bring a deep passion and commitment to expanded learning, ideally gained through direct experience in organizations focused on afterschool programming, early childhood education, general youth education, and/or youth development. Experience in environments involving partnerships with both the public and private sectors.

- An action-oriented leader, with proven success driving unified vision, change, and growth within an organization, translating broad goals into achievable steps, and experience in change management.
- A leader who embraces diversity, inclusivity, sustainability, technology, wellness, and a wide range of progressive strategies.
- Demonstrated success increasing efficiency of existing revenue sources and implementing new revenue-generating strategies. Success partnering with staff and board members to identify prospects, cultivate new donor relationships, and close on individual gifts of \$25,000+ and corporate sponsorships and partnerships of \$100,000+.
- Track record of partnering with staff and boards in creating and implementing successful development plans and long-term fundraising campaigns through multiple revenue streams, including government funding, individual and major giving, corporate and foundation giving, planned giving, and events.

- Executive level experience overseeing development, advocacy, government relations, marketing and public relations.
- Ability to educate, influence, and motivate key audiences who have an interest in the mission of an organization.
- Extensive experience and connections across a variety of sectors within Greater Los Angeles, and throughout California, including political, civic, and corporate leaders highly desired.
- Experience inspiring and engaging board members and identifying and recruiting effective and engaged board members that represent a diverse range of demographics.
- Strong written and oral communications skills, as well as the listening and interpersonal skills to serve as an enthusiastic, charismatic, and credible ambassador. Must be comfortable with public speaking and being interviewed by a range of media outlets.
- Bachelor's degree or equivalent combination of relevant education and experience, advanced degree is preferred. Bilingual or multilingual is a plus.

### **Compensation & Benefits**

The annual salary range set by the Board of Directors is \$240,000 – \$290,000. Currently, the position is a hybrid position located in Downtown Los Angeles, CA. Benefits include: Employer paid medical, dental, & vision insurance for employee, life insurance, short-term and long-term disability coverage, 401(k) retirement plan with a 4% match after one year of continuous employment, holiday and vacation pay, cell phone stipend and parking.

LA's BEST is an Equal Opportunity employer, and does not discriminate on the basis of race, color, national origin, ancestry, religion, gender, sexual orientation, age, physical disability, mental disability, marital status, veteran status, genetic information, or any other characteristic which may be specified by law or organizational policy. **To apply, email cover letter, resume and LinkedIn profile to: [tferguso@marshall.usc.edu](mailto:tferguso@marshall.usc.edu).**