



A REASON TO SURVIVE™

changing the life trajectory of youth through the arts and creativity

EXECUTIVE DIRECTOR

A Reason To Survive (ARTS) is seeking an experienced and entrepreneurial Executive Director to build upon our current strengths and lead the organization to new levels of effectiveness and impact upon the transition of our Founder and CEO.

ARTS Mission: To ignite the power of creativity in youth, inspiring them to overcome obstacles and providing them with the skills needed to become compassionate catalysts for positive change in themselves, their communities, and the world.

Founded in 2001, ARTS is a nationally recognized, multidisciplinary Creative Youth Development organization that has served more than 53,000 youth, ages 5-23, during the past 15 years. In 2012, ARTS moved to National City and opened a 20,000 sq. ft. ARTS Center in one of San Diego County's most economically depressed communities. Our holistic approach to Creative Youth Development is what sets us apart from other organizations doing similar work. Our programming is integrated through the framework of our ARTS Model and has 3 focus areas: Arts Education (Creative Personal Development for Youth), Creating Vibrant Neighborhoods Initiative (Creative Community Development) and ARTS Enterprises (Creative Workforce Development).

JOB DESCRIPTION

Reporting to the Board of Directors, the Executive Director furthers the success of ARTS by stewarding the vision, mission, and values and is responsible for overseeing the administration, programs and strategic plan of the organization.

(S)he is a visionary leader, highly effective fundraiser and excellent manager of resources and staff. (S)he is expected to translate broad goals into achievable steps, set and manage expectations, and handle complex concepts and decisions in a productive and timely way. In addition, the Executive Director is expected to maintain strong and productive relationships with donors, board members, staff, and other key stakeholders.

DUTIES AND RESPONSIBILITIES

Leadership & Management

- Ensure ongoing programmatic excellence, rigorous program evaluation, and consistent quality of business operations; finance and administration, fundraising, communications, and systems.
- Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization; create and promote a positive, multicultural work environment that supports consistency throughout the organization's strategy, operational methods, and data collection needs.
- Develop long and short-range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of the program and staff.
- Lead, coach, develop, and retain high-performance Senior Leadership Team
- Responsible for inspiring a positive and constructive culture with a focus on operational excellence and organization's core values.
- Identify, recruit and manage ideal organization staffing at all levels to achieve strategic plan's goal and objectives.

Fundraising and Partnership Development

- Leads the development and execution of the annual fund plan, ensuring diversified and sustainable revenue streams from corporate, foundation, individuals, events.
- Identifies, cultivates and solicits major and planned gifts, and forges deep relationships with foundations, corporations, individuals and community organizations.
- Assess and engage in strategic cross-sector partnerships and collaborations to achieve organizations programmatic and fundraising goals.
- Assures the organization and its mission, programs and services are consistently presented in strong, positive image to relevant stakeholders.
- Serves as ambassador for ARTS with diverse outside constituencies, including public and private entities.
- Deepen and refine all aspects of communications—from web presence to external relations with the goal of creating a stronger brand.

Governance

- Develop, maintain, and support a strong Board of Directors; serve as ex-officio of each committee; seek and build board involvement with strategic direction for ongoing operations.
- Support operations and administration of the Board by advising and informing Board members, interfacing between board and staff and supporting the Board's evaluation of Executive Director.
- Leads strategic planning process with key stakeholders ensuring successful implementation and completion of initiatives
Identify key issues, trends, challenges and opportunities for the organization

POSITION REQUIREMENTS

The ideal candidate will have the following:

- Strong understanding and passion for Creative Youth Development, Arts Education, and/or the arts field. A strong commitment to ARTS mission, vision and values.
- Minimum 5 years leadership experience with demonstrated success in an executive position managing and mentoring professional level direct and indirect staff. Experience in the nonprofit youth services sector will be considered favorably.
- Comprehensive management skills including but not limited to short and long-term planning, evaluation, directing and motivating staff, team building, financial acumen, and governance of a nonprofit organization.
- Experience with nonprofit or business growth and development, including demonstrated ability to increase revenue, grow budget, and increase strategic programs and partnerships.
- Excellent communications skills, both verbal and written.
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed.

COMPENSATION

The compensation package includes salary commensurate with experience, an annual bonus opportunity, and benefits package.

TO APPLY

Email resume and cover letter to: jobs@areasontosurvive.org