

## CHIEF EXECUTIVE OFFICER

### General Description:

For over 30 years, Dallas Children's Advocacy Center (DCAC) has provided national leadership on child abuse issues and improved the lives of abused children in Dallas County by delivering intervention, support and ongoing treatment services and ensuring proper investigation and prosecution of child abuse cases. To further its powerful mission, DCAC is seeking a President and Chief Executive Officer to work collaboratively with the Board of Trustees, staff, Partners and volunteers to sustain relationships with the community, enhance partnerships and maintain and grow current and future funding sources to fulfill DCAC's mission.

Reporting to the Board of Trustees, the President and Chief Executive Officer (CEO) is responsible for the leadership and overall management of Dallas Children's Advocacy Center. The President and CEO directs the continued evolution of the agency's strategic plan while embracing a commitment of stewardship and fiduciary accountability. This central role requires a strong focus on the successful achievement of goals in the strategic plan with emphasis on sustaining productive relationships with the community to enhance DCAC partnerships and raise the required funds to fulfill its mission.

The President and CEO is the steward of the collaborative model at the heart of the Center's success and manages a seven-member executive team, as well as serving as a liaison between the Board of Trustees and the Center. The President and CEO also has a unique role in ensuring positive working relationships with agency Partners while clearing away obstacles to improved performance. The President and CEO must be able to maintain and grow current, and future, funding sources.

## Essential Duties and Responsibilities:

**Executive Leadership:** Reinforce and articulate the mission of DCAC within and outside the organization, communicate the mission and concentrate resources to achieve organizational objectives. Represent the organization faithfully and consistently to the communities the agency serves, its Partner Agencies, and the organizations and individuals who fund DCAC services.

**Staff Leadership:** Guide and direct staff so that strategic objectives of the Center are achieved within a healthy culture. Continue to build a diverse team that is trained and motivated and to whom responsibilities may be delegated. Manage staff consistent with sound human resources management practices and guidelines and model a healthy work/life balance.

**Strategic Growth of Services:** Provide high level focus on DCAC services provided to the most severely abused children in Dallas County, as well as trainings provided to those working in crimes against children. Ensure that DCAC services are meeting both state and national standards and that all children who need DCAC's services, receive them. Assure that all core programs, including case coordination, forensic interviewing, family advocacy and clinical services are working collaboratively with each other and are strongly administered and staffed. Assure that DCAC's trainings and Crimes Against Children Conference continue to provide best-in-class education opportunities. The President and CEO should also examine opportunities to expand new services and new trainings to better equip those working in the area of crimes against children.

**Financial Management:** Direct and be accountable for the organization's financial health. Oversee budgets and approve expenditures within DCAC's policies. Collaborate with the Board of Trustees and key staff to plan for and provide budgets that meet strategic and programmatic objectives. Support the efforts of the Foundation Board and continue to work with investment committee and investment company to ensure funding is secure and growing.

**Community Engagement:** Share the story of DCAC's mission and performance, strengthening ties with the community, to enhance fundraising efforts and awareness of the agency. Provide oversight and accountability for fundraising efforts including annual campaign, major gifts, special events, foundation and corporate support, as well as taking on a portfolio to cultivate donors and prospects.

## Qualifications and Skills

DCAC seeks a true executive able to delegate extensively with appropriate accountability while providing strategic, fiduciary and leadership that promotes excellent performance. With DCAC's significant accomplishments and breadth of services, its dedicated staff, volunteers and committed Board of Trustees, The President and CEO position offers an exceptional opportunity for a truly talented leader. The successful candidate will step into an organization that is financially sound, has a highly regarded reputation and serves a compelling mission.

### Qualifications and Skills

- Undergraduate degree is required, graduate degree is desired.
- At least 15 years of professional experience, with at least 5 years in a substantial leadership role, preferably in a human services organization. Direct experience in the child abuse field is a plus.
- Successful leadership of an enterprise demonstrated by achieving programmatic and financial goals.
- Effectiveness in motivating a highly driven staff and partner agencies (who are not direct reports).
- Accomplished presence in public settings from small to very large settings.
- Demonstrated experience transforming and introducing change to an organization that improves performance and achieves goals.
- Commitment to diversity in staff and programs.
- Prioritizes team goals over individual accomplishments.
- Possess integrity, courage, patience and compassion coupled with a business and fiduciary acumen.
- Decisiveness with an achievement orientation.
- Superb written and oral communication skills.
- Models DCAC Core Values: The kids come first in all that we do; we operate a seamless team; we act with a servant's heart.

All qualified applicants will receive consideration for employment at DCAC without regard to race; creed; color; religion; national origin; sex; age; disability; sexual orientation; gender identity or expression; genetic predisposition or carrier status; veteran, marital, or citizenship status; or any other status protected by law. DCAC is proud to be an affirmative action and equal opportunity employer.

**All finalists will need to pass a criminal background check from the Texas Department of Public Safety (DPS); a background check from the Texas Department of Family and Protective Services (DFPS) Central Registry of Child Abuse and Neglect; a credit check and a drug test. Interested candidates should apply online at [www.dcac.org/employment](http://www.dcac.org/employment) or send their resume to [hr@dcac.org](mailto:hr@dcac.org) with the subject line "President and CEO."**

## ABOUT DCAC

[Dallas Children's Advocacy Center](#) is a 31-year old nonprofit agency dedicated to the mission "to improve the lives of abused children in Dallas County and to provide national leadership on child abuse issues." The Center's programs offer a coordinated multi-disciplinary intervention system involving its own highly trained staff, the Department of Family and Protective Services, all law enforcement agencies in Dallas County, Children's Health and the Children's Hospital at Medical City, the Dallas County District Attorney's Office as well as other related partners. The team concentrates on minimizing each child's trauma, delivering intervention, support and ongoing treatment services while ensuring the proper investigation and prosecution of these cases.

### **DCAC's approach has many unique and innovative features:**

- The Center is in a state-of-the-art building providing a child friendly atmosphere and houses over 100 DCAC staff and over 100 partners.
- Care is managed by a highly trained team of interviewers, advocates, therapists, police detectives, DFPS workers, district attorneys and medical professionals.
- An education team that provides child abuse related training throughout the community.
- A conference team that hosts the largest crimes against children training in the world.
- A data analysis/research program that collects, analyzes and interprets the CAC model, therapeutic interventions and child abuse trends in our community.

DCAC's size and workload has exploded over the past five years. With over 100 staff serving over 7,300 individuals each year, DCAC is recognized as one of the premier children's advocacy centers in the country. Approximately 80% of the children served have suffered some form of sexual abuse with around 50% of referrals coming from the City of Dallas and the other 50% from the other municipalities in Dallas County. DCAC is governed by a 30-person Board of Trustees and supported by hundreds of volunteers and thousands of donors each year.

Financial management of DCAC has been prudent with the 2021 budget targeting revenues exceeding \$11 million. Fundraising efforts include public funds, private funds, special events and conference. The organization is debt free and has significant operating reserves. The Center also benefits from the DCAC Foundation that has over \$6 million of available capital. In 2019, the board and staff participated in an extensive strategic planning process that yielded a detailed plan for fiscal years 2020, 2021 and 2022.

The Center is a founder and active member of the Children's Advocacy Centers of Texas. It is also an active member of the National Children's Alliance and exchanges best practices with agencies around the world.