

Executive Director

Healing California (HC) provides free, quality dental, medical and vision care to those in need in California. Volunteer dentists and eye doctors use our equipment to provide free, community-based mobile care throughout the state. In under three years we've provided more than 5,000 patients close to \$2M worth of free health care.

With a proven model for success and a strategic plan for rapid growth and expansion, Healing California's Executive Director will have overall responsibility for successfully executing its mission, ensuring its sustainability, and leading its growth.

The applicant must demonstrate proven fundraising prowess and strong communication skills. Also required are strong skills in governance, financial reporting, and human resources. Further responsibilities include stewardship of volunteers, donors and partners, staff relations, and program and impact evaluation.

HC is a small shop (5 employees) that punches far above its weight and plans to continue its aggressive growth. This position is best suited for an ambitious, entrepreneurial spirit who is willing to do "whatever needs doing" while maintaining the highest standards of ethical conduct and personal accountability.

This is a full-time position located in Pasadena, CA. Occasional travel to clinics across the state is necessary. They will report to an engaged, active Board of Directors.

Healing California is strongly committed to Diversity and Inclusion in our hiring. We serve diverse, multiracial communities and reflect that inside our walls.

This is an incredible opportunity for ambitious leadership to make a positive and meaningful impact on thousands of lives.

Responsibilities

Leadership & Management:

- Execute and continually update our “best-practices” in governance, administration, and finances. Actively seek and earn the highest endorsements possible from charity watchdog, advisory and rating groups.
- Aggressively develop and lead robust, diversified funding by significantly increasing the number and size of donations from foundations, corporations and individual donors.
- Maintain HC’s sustainability by developing, leading and maintaining both an effective donor stewardship program, and a volunteer stewardship program.
- Lead the creation of a strong public “brand” of unquestioned trustworthiness, program effectiveness, and general excellence.
- Ensure ongoing excellence and consistent high standards of safety and effectiveness in all operations and programs through partnership with the Program Director.
- Communicate in a clear, direct and emotionally engaging manner. Whether writing or speaking to existing or potential donors, volunteers or partners, or to the public at large, the ED must be the compelling “face of the organization.”
- Lead, coach, develop, and retain HC’s diverse, high-performing staff.
- Actively engage and encourage HC’s volunteers, partner organizations, donors, board members, committees, and communities.
- Develop, maintain, and support a strong and diverse Board of Directors. Efficiently conduct open, engaging and productive board meetings. Facilitate all committees. Consult with board on strategic direction, and identify and develop timelines and resources to achieve HC’s strategic goals.
- Ensure ongoing program excellence through rigorous program and impact evaluation.
- Track HC’s progress on specific measures of success that can be effectively communicated to the board, donors, and other constituents.

Fundraising & Communications:

- Aggressively expand and lead fundraising activities. Identify and develop resources to significantly increase our fundraising reach, expand our donor networks and develop new donor networks.
- Develop and lead a significantly increased public presence, including regularly updated social media and web site postings, outreach to other media, and forging new relationships to create a stronger brand.
- Maintain a consistent “style” of clear, direct, emotionally engaging communication with every constituent; patients, staff, volunteers, partners, donors, board members and the public at large.
- Forge new relationships with public organizations and political players to garner new service opportunities.

Planning & Growth:

- Execute our current strategic plan, adjusting for Covid-19. Collaborate with the Board to update strategic plan as needed.
- Aggressively forge and maintain new relationships with partners, donors, and political and community leaders in new service areas.
- Find and exploit opportunities to publicize Healing California’s successes in local and national arenas.

Qualifications

The ED must be passionate and thoroughly committed to Healing California's mission. All candidates should have proven leadership, fundraising and administrative experience. Specific requirements include:

- 5-10+ years non-profit experience with a minimum of 3-5 years in an executive leadership position (preferably in medical, social service, or veteran-related organizations) and a track record of effectively leading the staff of a performance-and-outcomes based organization. Experience leading a start-up venture to a sustainable higher level is a plus.
- Unwavering commitment to quality programs and data-driven impact evaluation.
- Demonstrated ability to develop new funding networks, significantly expand existing funding networks, and show aggressive growth in the number and size of donations.
- Demonstrated marketing, public relations, and branding experience with the ability to engage a wide range of stakeholders and cultures.
- Strong written and verbal communication skills; a persuasive and passionate communicator.
- Excellence in organizational management with experience in motivating staff, developing high-performance teams, setting and achieving strategic objectives, and managing a budget.
- Experience leading the creation of detailed monthly financial reports and effectively presenting financial reports to the Board of Directors.
- Past success working with a Board of Directors and developing an ongoing reserve of new Board members and Officers.
- Action-oriented, entrepreneurial, and personally accountable for success or failure in achieving their goals.
- Demonstrated ability to work effectively with diverse groups of people.
- Commitment to diversity, equity, and racial justice with our staff, volunteers, patients, partners and all other Healing California stakeholders.

Compensation:

Salary is 120K — 140K, commensurate with experience.

Contact:

Send resumes/CV to linwood.boomer@healingca.org