



**EDUCARE FOUNDATION
CHIEF EXECUTIVE OFFICER (CEO)
POSITION DESCRIPTION**

THE ORGANIZATION

At the heart of educational innovation and compassionate teaching, the EduCare Foundation (EduCare) stands as a torchbearer of social-emotional learning, resilience, vitality, and well-being for the K-12 community. EduCare goes beyond the traditional educational paradigm, forging robust partnerships with school districts, schools, and educators to enrich communities and ignite a holistic approach to education.

EduCare's journey began in 1990, envisioned by Stu and Candace Semigran, who were driven by a profound desire to harness their educational and leadership prowess for the greater good. This calling blossomed into an internationally acclaimed entity, renowned for its groundbreaking Achievement and Commitment to Excellence (ACE) Program, comprehensive Afterschool initiatives, Case Management, and Specialized Student Services. At the core of these endeavors is Heartset® Education, EduCare's revolutionary method of social-emotional learning (SEL). This approach transcends traditional teaching by instilling self-awareness, acceptance, peace, and compassion, thereby creating nurturing educational communities where students can flourish both mentally and emotionally.

Rooted in the noble mission "To inspire and support young people in empowering themselves to become responsible global citizens, courageous and compassionate leaders, and to live their dreams," EduCare primarily serves the Southern California region and offers an array of high-quality afterschool and summer programs, SEL workshops, and comprehensive support services, all designed to uplift and empower the youth.

Since its inception, EduCare has touched the lives of over 350,000 students and 40,000 teachers and bbparents across more than 450 schools. In collaboration with the Los Angeles Unified School District (LAUSD) and other educational bodies, our dedicated team of 400 staff members annually reaches over 25,000 students in 100+ schools. This profound impact is a testament to EduCare's unwavering commitment to nurturing the hearts and minds of young people.

For more information about the EduCare Foundation, please visit:
<https://www.educarefoundation.com/>

THE OPPORTUNITY

EduCare Foundation, a beacon of transformative education and social-emotional learning, is at a pivotal moment in its illustrious journey and is poised for exceptional growth and impact. As we ambitiously stride towards our 2030 goal of empowering a million young lives through heart-centered educational programs, we are seeking a visionary Chief Executive Officer (CEO) to spearhead this transformative quest.

As the CEO of EduCare, a 501(c)(3) nonprofit, you will have the unique opportunity to lead a pioneering organization that has consistently redefined the educational landscape. Our commitment to nurturing responsible global citizens and courageous, compassionate leaders is unwavering, and your role will be instrumental in realizing this vision on a global scale.

In this role, you will navigate EduCare through its next exciting phase of growth and innovation, building upon our three-decade legacy of social-emotional education and impactful community partnerships. Your leadership will be key in expanding our reach, touching more lives than ever before, and ensuring that every young person we engage is equipped to shine brightly as a leader of tomorrow.

This position calls those with a deep yearning to profoundly impact the lives of young people through education. It offers a unique opportunity to lead in the implementation of heart-led and value-centric practices within school environments. The role involves meaningful engagement with school administrators and educators across all levels, championing experiential learning and inclusivity. It's about creating a nurturing educational landscape where the well-being of students, parents, educators, and communities is prioritized, firmly establishing love as the cornerstone of our educational philosophy.

As EduCare's CEO, your mission will be to lead with heart, inspire change, foster collaboration, and cultivate communities of kindness. Your actions will directly influence the shaping of an educational environment where every young person is seen, heard, valued, and empowered to live their dreams.

RESPONSIBILITIES

The Chief Executive Officer (CEO) of EduCare Foundation is at the forefront of shaping the future of educational and social-emotional learning. As our CEO, you will champion our mission and vision, leading the organization with empathy, integrity, and innovation.

Leadership and Stakeholder Management

- Lead with a value-driven and growth mindset, setting an example that inspires others.
- Manage and nurture relationships with a diverse range of stakeholders, including educators, community partners, donors, funders, and policymakers from regulatory bodies, moving beyond a board- or staff-centric approach.
- Ensure EduCare's Heartset® values and mission are embodied in all interactions, fostering a culture of inclusivity and compassion.

Organization Management

- Oversee EduCare’s Leadership Team and staff members whose experience, cultures, and languages reflect the community served by EduCare.
- Provide executive direction, in close collaboration with the Leadership Team, for operations, program strategies, content, efficiencies, compliance, and quality.
- Identify and address staffing requirements for efficient operations and uphold EduCare’s strong work culture that attracts and retains people while driving the organization’s mission.
- Lead the strategic development of organizational capacity and infrastructure, essential for sustained growth. Spearhead the creation of necessary human and physical assets, building the foundation for achieving our long-term objectives.

Fund Development and Marketing

- Collaborate with Fund Development Director (FDD) to successfully increase existing revenue sources and develop & implement new funding strategies and sources. Serve as a primary fundraiser.
- Demonstrate strong financial acumen and, in collaboration with EduCare’s FDD, guide the creation and execution of an actionable plan for fundraising including engaging in donor and grant identification, cultivation, solicitation, and stewardship.
- Network and actively meet with donors and grantors, including current and new potential grant-giving foundations, businesses, government entities, and community partners.
- Oversee external communications, in collaboration with the Executive Assistant/Communications Coordinator, for managing the website, marketing collateral, newsletters, and social media to maximize fundraising outreach and impact.

Financial Management

- Set financial priorities to support the needs and goals of EduCare’s programs, services, and staff.
- Collaborate with COO and Finance Director to sustain sound financial management practices and strategically develop, approve, and manage the annual operating budget.
- Engage in a regular review of financial performance and metrics to ensure long-term financial stability.

Board of Directors

- Partner closely with the Board to address challenging situations and to lead successful organizational development and growth.
- Engage the Board in actively participating in its committees including fund development and board recruitment & development.
- Support EduCare individual board members and board committees by participating in meetings and working with committee chairs to ensure optimal committee functioning.

Program Oversight and Innovation

- Oversee all current programs ensuring they align with EduCare’s mission as well as quality and regulatory standards.

- Monitor program effectiveness and implement improvements to enhance impact and reach.
- Champion innovation in program development, keeping EduCare at the forefront of educational and social-emotional learning practices.

Strategic Planning and Growth

- Articulate and implement a strategic plan that aligns with EduCare’s vision for the next stages: capacity building (2023-2026), Heartset Institute development (2026-2028), and global expansion (2029-2030).
- Lead the organization through growth and expansion phases, especially in national and international ventures, ensuring alignment with EduCare’s core values and strategic objectives.
- Leverage professional experience in running social enterprises to combine non-profit models with entrepreneurial strategies to diversify revenue streams.
- Foster a culture of innovation and adaptability, preparing EduCare to navigate and thrive in a rapidly evolving educational landscape.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- **Educational Background:** Bachelor’s degree in education or a related field is required, with a preference for candidates holding an advanced degree. A combination of relevant education and experience will also be considered.
- **Professional Experience:** An ideal candidate will have a minimum of 7 years of leadership experience in nonprofit management, specifically within youth-serving, community-based organizations, schools, or educational institutions. Experience in other nonprofit sectors is valued, provided the candidate demonstrates a strong alignment with EduCare’s mission and a track record of impactful contributions.
- **Fundraising Expertise:** Demonstrated experience in fundraising, both direct and indirect, is essential. The ideal candidate should have a proven ability to influence and coordinate with the pioneers within the education community to raise funds to realize EduCare’s future vision.
- **Leadership Style:** An inclusive leadership and management approach that fosters collaboration, trust, and transparent communication is crucial. The candidate should have a reputation for honesty, integrity, a strong work ethic, self-initiative, empathy, and a compassionate dedication to our mission.
- **Communication Skills:** The ideal candidate is not only an exceptional communicator but also an inspirational speaker, motivator, and connector. This role requires exceptional verbal and written communication, coupled with the ability to authentically engage a diverse range of stakeholders.
- **Commitment to Heart-Centered Education:** A demonstrated commitment to nurturing and uplifting young people through heart-centered education is paramount, reflecting a deep care and passion for EduCare’s core values and objectives.
- **Adaptability and Resilience:** The ideal candidate should possess the ability to navigate unforeseen challenges and ambiguity, employing critical thinking, resilience, warmth, and

flexibility. The candidate must embody the commitment, focus, and steadiness needed to effectively lead EduCare through its ever-evolving landscape.

COMMITMENT TO DIVERSITY AND INCLUSIVITY

EduCare is committed to maintaining a diverse organization, a climate of inclusivity, celebrating and promoting the common unity between people, honoring our differences, and engendering respect for the richness of individual culture and history. We strongly encourage applications from candidates who will demonstrate a commitment to this goal.

COMPENSATION

The CEO position is a full-time, exempt position. The salary range is \$175,000 to \$200,000 plus comprehensive benefits that include a 401(k) Qualified Retirement Plan, Health, Dental and Vision Insurance, Sick and Vacation paid time off, Paid Holidays.

SPECIAL REQUIREMENTS - LOS ANGELES UNIFIED SCHOOL DISTRICT

- Fingerprinting/Live Scan from the DOJ and FBI
- TB clearance, to be renewed every four years (within 60 days of hire)
- Proof of full COVID-19 vaccination, when required. As a contractor for multiple school districts, all EduCare employees must be fully vaccinated for COVID-19 when this is mandated by the districts we serve.
- Mandated Reporting Requirements: The person holding this position is considered a 'mandated reporter' under the California Child Abuse and Neglect Reporting Act and is required to comply with the requirements set forth in the district's "Child Abuse and Neglect Reporting Requirements" bulletin No. BUL-1347.3 as a condition of employment.

TO APPLY

Please submit a cover letter and resume (in .pdf format) to: ceoapplicants@educarefoundation.com with your **"First and last name, CEO Application"** in the subject line. Submissions will be accepted and reviewed until the position is filled. Priority deadline to apply is March 31, 2024.

NO HARD COPIES OR PHONE CALLS, PLEASE. Phone and in-person interviews will be scheduled on a rolling basis.