



*Fresno is small enough to make a difference and large enough to make an impact.*

## Chief Executive Officer

**Fresno EOC is committed to a diverse workforce which is reflective of the communities we serve.**

Fresno EOC embraces the power of diversity, for with diversity comes increased innovation, effectiveness, empathy, and compassion. Our commitment is to include and empower those who have historically been disenfranchised and marginalized.

### **THE ORGANIZATION**

Fresno EOC has emerged over the past 54 years as one of the premier Community Action Agencies in the nation, with an operating budget of \$130+ million dollars. Fresno EOC employs 1200+ full and part-time employees, all directed toward empowering impoverished families and individuals to move toward achieving self-sufficiency and improving their quality of life. Fresno EOC offers over forty programs and services in the areas of education, housing and shelter, food and nutrition, social enterprise, community involvement/services, employment, energy, health, Head Start, and financial services.

- **Administration:** Fresno EOC has an administrative reputation for excellence, as evidenced by the many times our leaders present at state and national conferences.
- **Financial:** Fresno EOC's financial position is secure and strong with annual revenues of \$132M, assets exceeding \$50M, and a fund balance of over \$26M.
- **Operations:** Fresno EOC programs are moving towards a collective service delivery system.
- **Culture:** Fresno EOC cultivates a culture of employee empowerment. Innovation, whether big or small is encouraged throughout the organization.
- **Community Impact:** Fresno EOC, as a partner and influencer, facilitates the creation of community agendas and collective impact processes, that include those affected in the dialogue and address a wide range of poverty issues.



**PRINCIPLE DUTIES AND RESPONSIBILITIES**

- Fresno EOC seeks an experienced and professional leader who brings a full set of executive skills to the position. The ideal candidate will possess a demonstrated track record of leading a team of senior management professionals, as well as extensive experience with budgeting, financial management, and financial reporting for an organization with a multi-million-dollar budget, ideally with multiple funding streams. Successful experience with fundraising and resource development.
- Reports to Fresno EOC’s Board of 24 Commissioners and advises the Board regarding all financial, programmatic and management challenges facing the organization. Consults with the governing Board regarding strategic planning and its implementation – to establish a road map with measurable outcomes, translate broad goals into achievable steps, and align resources behind that plan.
- Fresno EOC is a highly visible organization in the community requiring a CEO skilled in the areas of advocacy, government relations, public relations, community relations, and media relations. The successful candidate must be an articulate and effective communicator as the CEO frequently serves as Fresno EOC’s spokesperson. The CEO also establishes and maintains effective partnerships with Fresno EOC’s key constituencies, and functions as a liaison between Fresno EOC, grantors, regulatory bodies, governmental representatives, and with partner agencies with which Fresno EOC collaborates.
- Change Agent: Able to inspire innovation and motivate a cohesive, effective management team to problem solve. The CEO must be able to deal effectively with demanding situations and to design and implement interventions. The CEO manages continuity, change and transition, and assesses and addresses the impact on Fresno EOC. The CEO is ultimately responsible for ensuring that Fresno EOC continues to find innovative approaches and funding sources for new programs that support the agency’s mission.
- Fresno EOC requires an executive leader who provides operational and visionary leadership to the organization to develop and implement plans for the effective and efficient delivery of services.



**COMMITMENT RESULTS**

Fresno EOC is in a constant state of evolution as the needs of the community shift. Therefore, the new CEO must be experienced with program development, program evaluation, and designing and implementing performance standards.

Maintains an environment to attract and retain a highly motivated staff, develops future leadership, and provides guidance to ensure the agency attracts and retains the most qualified employees.

The successful candidate will be a visionary, personable, team-oriented consensus builder with highly developed interpersonal skills and a genuine passion and commitment to make a difference in the lives of people who need it the most.

The CEO is responsible for the overall conduct and administration of Fresno EOC’s operations. This is an opportunity for you to make a meaningful and measurable difference in the lives of Fresno County’s 1,000,000+ residents.

*Top Photo: Fresno EOC Food Express bus, recently launched to take meals to kids during Summer and Winter Break.*

*Bottom Photo: Giant Sequoias in Sequoia National Park*





## REQUIRED QUALIFICATIONS

Candidates must have an understanding of and commitment to those living in poverty in Fresno County. Must be able to identify the causes, conditions, and impacts of poverty. Fresno County is home to the four poorest cities in the State. Fresno County has neighborhoods with some of the highest concentration of poverty in the U.S. Fresno County's rural unincorporated communities have numerous challenges. In order to address these issues, the ideal candidate must show:

- Record of commitment to diversity and advocacy on behalf of social justice for families living in dire circumstances; proven experience working successfully to bring people together in a multi-ethnic diverse environment.
- Hold a minimum of a bachelor's degree; a master's degree or comparable experience is highly desirable.
- Possess seven or more years of executive leadership experience; a strong understanding of Community Action Agencies, government operations, and philanthropy.
- Strong leadership and interpersonal skills, as well as demonstrated skills in budget, staff and program management in a large organization; ability to effectively manage diverse programs and complex funding streams.
- Systems thinker who is goal driven and a strong advocate for systems and policy change. The ideal candidate will collaborate with their Board to lead courageously, champion new initiatives, push for needed changes, anticipate and solve problems, and be a team player.
- The ideal candidate will be familiar with the structure and management of federally funded programs including Head Start, Early Head Start and WIC.
- Highly skilled in negotiations within the organization and with funding sources and outside partners.



*Panoramic photo of Yosemite National Park's El Capitan and Bridalveil Falls.*

## LIVING AND WORKING IN FRESNO

The City of Fresno is the 5th largest city in California with more than 500,000 residents. The County of Fresno has approximately 1,000,000 residents and many consider Fresno County to be the perfect size – offering urban amenities with the easy living of a small town.

Fresno is one of the fastest growing communities in the nation and operates as the financial, agriculture, industrial, trade, and commercial capital of the area. Fresno capitalizes on its agriculture roots, rich diversity and history by providing a local food scene that rivals cities double its size.

The sun shines on Fresno County 290 days a year, a reason it is one of the most productive farming regions in the world. Nationally recognized wineries are located in our backyard. The area is loaded with farmer's markets that offer freshly picked fruits and vegetables.

Fresno is a mixture of more than 80 different nationalities lending interesting varieties of shopping, restaurants, arts and culture. The city also boasts two universities, a city college, a thriving music and art scene, professional hockey, baseball, and soccer teams as well as multiple theaters and entertainment venues.

With a short drive or bus ride you can enjoy easy access to natural wonders including three distinct National Parks: Kings Canyon, Sequoia, and Yosemite and the three rivers running through the Fresno metro region: San Joaquin, Fresno, and Kings. In about 3 hours you can visit San Francisco, Los Angeles, and Central Coast beaches. Fresno is a wonderful place to live, all while still maintaining affordability with a median home price of just over \$250,000.



Head Start children working with a Foster Grandparent Volunteer.

**TO APPLY**

To apply, please send a cover letter and resume with references, summarizing your professional and educational background as soon as possible, and **no later than June 30, 2019** to:

CEO Search Committee, Fresno EOC  
PO Box 992, Fresno, CA 93714

Or by email to [CEOselection@fresnoeoc.org](mailto:CEOselection@fresnoeoc.org)

For more information: visit [www.fresnoeoc.org](http://www.fresnoeoc.org) or call (559) 696-0411 to speak with Jimi Rodgers, Chair, Human Resources Committee.

**Our Vision for Our Agency**

As an entrepreneurial agency, we bridge the gap to self-sufficiency by providing opportunities and resources, as we initiate and partner in shared community efforts to improve the quality of life.

**Our Vision for Those We Serve**

Empowered individuals who thrive as healthy, self-sufficient and contributing members of our communities.

**Our Vision for Our Community**

Healthy communities with equal access to social justice, jobs, education and resources.



1920 Mariposa Street, Suite 300  
Fresno, California 93721

**Fresno EOC, a social justice organization serving Fresno County, CA, seeks an entrepreneurial CEO who will continue the 50+ years of advocacy, community leadership, and program excellence.**