



Austin Child Guidance Center Executive Director



ACGC Central Campus on 45th Street

The Organization

The Austin Child Guidance Center (ACGC) is a leader in trauma-informed care for children in the Austin area. For over 67 years, the Center has provided high quality mental health services to children and families here in Austin. The mission of ACGC is to improve the mental health of children and their families through early intervention, diagnosis and treatment to help them develop the emotional skills to face life's challenges.

To support families dealing with complex issues, ACGC uses the latest evidence-based approaches to trauma-informed early intervention, diagnosis and treatment. A multidisciplinary team of psychiatrists, psychologists, social workers, family therapists and professional counselors provides individual, family and group therapy; psychiatric and psychological services; parental education; presentations and community consultation; and training for current and future mental health professionals. The Center is committed to serving all children and families with quality mental health services regardless of their ability to pay. In 2017, 2,164 children & family members were provided one or more core on-site services; 84% of ACGC clients live at or below 200% of the federal poverty level.

The new Executive Director will lead a dynamic and well-respected organization with a longstanding record of service to the greater Austin community. In partnership with a sixteen-member board and over thirty staff members, the new Executive has a unique opportunity to leverage this rich history and ACGC's current assets and relationships to significantly advance mental health outcomes for children and families in the Austin community.

The Opportunity

Ideal candidates will bring a variety of attributes, knowledge, and expertise, including exceptional communication and interpersonal skills with an open and approachable demeanor. A high level of emotional intelligence, diplomacy, and relationship-building skills will allow the Executive Director to easily engage with community partners and stakeholders, as well as board and staff. The role requires someone who is comfortable leading an established organization through change and growth. In collaboration with our strong finance department, the Executive Director will act as a financial steward for the agency. An ideal candidate will have experience in revenue generation of diverse funding streams. The successful candidate has experience promoting diversity, equity, and inclusion in their leadership of people and organizations. The Executive Director will possess a strategic mindset, with demonstrated ability to balance and prioritize competing opportunities and mitigate potential risks.

Qualifications

A successful Executive Director will champion the agency's mission. Candidates should have at least 10 years of senior leadership, preferably in a CEO or Executive Director role, managing high performing teams and organizational growth. While non-profit leadership experience is preferred, private sector or corporate leadership experience is acceptable when combined with significant community engagement, as demonstrated by leadership roles on boards, committees, or task forces. An advanced degree in business, nonprofit administration, psychology, social work or related field is required. Candidates should have a proven record of fundraising success, with experience in marketing and communications. The ability to serve as a thought leader in the field of children's mental-health is also preferred.



About the Executive Director Position

The Executive Director reports to the 16-member Board of Directors, providing executive leadership to the organization.

Key Priorities & Responsibilities

In relation to strategy, the Executive Director will:

- Guide the board and staff in the development of a clear and compelling strategic plan to continue providing quality services and to plan for ACGC including goals and objectives with quantifiable results
- Promote ACGC's mission and advocate for children's mental health
- Implement and achieve the goals of a new strategic plan

In development and marketing, the Executive Director will:

- Raise the profile of ACGC by serving as the primary spokesperson, actively and effectively representing the organization to partners, funders, providers, and the public
- Oversee development of a successful funding strategy, work closely with the board and development team to steward existing supporters and increase current levels of giving while identifying new funding sources
- Build individual, foundation, corporate, and government support for the organization
- Initiate communications with other organizations, individuals, and the general public to increase awareness about ACGC and its mission

In relation to children's mental health advocacy, the Executive Director will:

- Ensure that ACGC provides evidence-based, trauma-informed clinical care for all in need regardless of barriers to access
- Position ACGC as a source for data, policy direction, and overall advancement of the field of children's mental health
- Stay up-to-date on developments and directions in the field of children's mental health

In leadership and operations, the Executive Director will:

- Actively engage ACGC Board members, committees, and staff in the mission of ACGC
- Develop, train, support, and empower an effective team, building strong morale and collaboration between staff members and volunteers through managerial courage and integrity
- Foster a climate which attracts, retains, and motivates a diverse staff of capable professionals
- Develop and implement annual organizational goals as outlined in the strategic plan
- Ensure effective systems to track progress, evaluate the success of organizational goals, and communicate results to the board, funders, as well as other stakeholders
- Ensure ACGC applies sound financial and administrative practices through effective fiscal management

Compensation

ACGC will offer a strong salary that is competitive with industry standards and commensurate with experience. Benefits include health, dental, and vision benefits, as well as a 403b with up to 4% employer match, plus generous personal time off and holidays.

Application Process

To apply, please send letter of interest describing relevant experiences, resume, and three reference contacts, to <https://missioncapital.mytribehr.com/careers/view/43> by **November 7, 2018**.



ACGC staff in the Healing Garden