

Position Profile

Chief Executive Officer

Big Brothers Big Sisters Independence

Philadelphia, PA



About Big Brothers Big Sisters Independence

The vision of Big Brothers Big Sisters Independence (BBBSI) is that all youth achieve their full potential. By providing children facing adversity with strong and enduring, professionally supported one-to-one mentoring relationships, BBBSI ensures that all children and youth are given equal opportunity, access, and hope to achieve success in life.

BBBSI's mentorship programs – from the 1:1 caring mentoring relationship to its broader ecosystems of community programs – help equip young people with the skills, confidence, and positive relationships to empower them to visualize a future they are proud of and become empowered to realize their dreams.

By partnering with parents/guardians, volunteers, and others in the community, all are accountable for each child in our program. National research has shown that positive relationships between Littles and their Bigs have a direct and measurable impact on children's lives. Based on these National studies, Littles have been shown to be:

- More likely to graduate high school
- More likely to attend and graduate college
- Less likely to engage in risky or harmful behaviors
- More likely to out-earn their peers' lifetime income

As one of the largest Big Brothers Big Sisters affiliates in the nation, BBBSI serves approximately 1,500 youth in Chester, Delaware, Montgomery, and Philadelphia Counties in PA and Burlington, Camden, and Gloucester Counties in NJ.



As BBBSI looks to the future, it has identified five key strategic goals:

1. **Evolve Mentoring Programs:** Serve more youth in high impact ways, involve their families and communities in partnership with other organizations, and respond to the forces of change that shape their ability to thrive.
2. **Boost Organizational Growth & Sustainability:** Launch and sustain BBBSI's trajectory of strategic, progressive growth with increased funding, marketing, and staffing, fortified internal systems, an enhanced workplace experience, and exemplary Board governance.
3. **Build Community Partnerships:** Build relationships with community members and other social service organizations to enhance localized approaches to mentoring and holistically address the factors impacting the wellbeing of youth and their families.
4. **Uplift Justice, Equity, Diversity, and Inclusion:** Infuse Justice, Equity, Diversity, and Inclusion (JEDI) into the way we work, the way we show up and communicate, and the way we engage staff, Board members, volunteers, and families. Intentionally reflect the communities we serve and advance systems-level change.
5. **Create Engaging Places & Spaces:** Create engaging, highly visible spaces that bring together staff, community members, and stakeholders to magnify the impact of BBBSI's programs and partnerships, nurture JEDI values, and serve as a promise of hope and change in the greater Philadelphia region.

Click here to read the full Strategic Plan: [2023-2027 Strategic Plan](#).

Learn more about Big Brothers Big Sisters Independence at independencebigs.org.

The Opportunity

Big Brothers Big Sisters Independence seeks an inspirational, collaborative, and empowering Chief Executive Officer (CEO) to provide strategic direction and oversight for this vital community organization. This is an excellent opportunity to join a storied organization and collaborate with its stakeholders to chart a pathway for future growth and impact, continuing to elevate BBBSI as a best-in-class leader and boldly champion a future where all youth are empowered to thrive.

Reporting directly to the BBBSI Governing Board of Directors and managing a dedicated Leadership team – including the Vice Presidents of Operations and Programs, Marketing, and Advancement, and the Directors of Human Resources and Finance – the CEO will evolve the strategic vision for the future of BBBSI in partnership with the Board and team, and lead the organization through implementation, stabilization, staff development, and sustainable growth across Southeastern PA and South Jersey.

The environment for BBBSI has shifted post-Covid. Like many youth mentoring programs, BBBSI is currently experiencing challenges related to volunteer recruitment and a competitive funding environment. Amid these dynamics, BBBSI's CEO will need to focus on sustainability and resilience, addressing these issues by ensuring cross-department transparency and collaboration, aligning expenses with revenue, increasing philanthropic support, and improving productivity and operational performance to grow outreach. The ideal candidate will work to further develop and leverage the expertise of a strong internal team to evaluate systems and programs and find opportunities for creative solutions and the innovative delivery of programs while building trust with staff.

External priorities include fortifying trust and collaboration with BBBSI's external partners, including expanding the organization's influence and reach. While internally managing both the day-to-day and overall strategic approach of BBBSI, the CEO will need to externally serve as a leader, face, and voice of BBBSI's mission. The CEO will embody BBBSI's commitment to youth and will work tirelessly to serve BBBSI's communities in new and innovative ways.

In partnership with the Board and staff, the next CEO will bring the final two years of the current strategic plan to a strong close while laying the groundwork for the organization's next chapter. They will lead the development of a new strategic plan, furthering BBBSI's vision, defining bold short- and long-term goals, and co-creating a cohesive, targeted roadmap for the future. This work will involve engaging a diverse range of stakeholders and ensuring the plan remains responsive, inclusive, and adaptable as it is implemented.

The CEO will serve as an engaging and trusted public face of BBBSI, providing strategic direction while working in close partnership with the Leadership Team to ensure the agency's operations, team performance, program delivery, and revenue-generating areas are aligned with BBBSI's mission, culture, and core values.

The CEO will lead the development of new revenue opportunities alongside the Vice Presidents of Advancement and Marketing/Events while cultivating existing funders, community relationships, and strategic partnerships. The CEO is responsible for championing a thriving internal culture centered on staff engagement, talent development, and effective execution of organizational goals and scorecards. They must be a strong, empathetic people leader who leads by example, holds themselves and others accountable, and inspires trust, inclusivity, innovation, and unity across the agency.

Key Responsibilities

- Translate strategic vision into measurable objectives and lead with accountability to drive cross-functional alignment, performance outcomes, and a culture of continuous improvement.
- Oversee all aspects of the organization and programs in accordance with Big Brothers Big Sisters of America national guidelines, ensuring the stated mission, goals, and objectives are achieved.
- Ensure the highest standard of financial management and the adequacy/soundness of BBBSI's financial structure.
- In partnership with the Vice President of Operations and Programs, monitor and advance key programmatic scorecard metrics including number of matches made and sustained, youth outcomes, and service delivery standards.
- Champion technology, data, and modern practices to improve service delivery and organizational efficiency.
- Foster an internal culture of excellence, inclusion, and well-being by actively supporting staff development, career pathways, and planning strategies that enhance retention and organizational sustainability.
- Serve as an active ambassador for BBBSI's mission and vision with key stakeholders and the media, representing BBBSI both in the local community and beyond in conjunction with Vice Presidents of Advancement and Marketing/Events.
- Develop and maintain relationships with philanthropic, business, and public sectors to increase awareness of BBBSI's impact and increase its donor base within a competitive nonprofit funding environment.
- Build and sustain relationships that contribute to enriching experiences for participants in BBBSI Programs.
- Develop, cultivate, and support strong Governing and Honorary Boards, ensuring strong organizational governance.
- Communicate effectively with the Board and provide, in a timely and accurate manner, all information necessary for the Board to function properly and to make informed decisions.



Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics.

Candidates with a strong connection to the community that BBBSI serves and the Southeastern PA/South Jersey area are given preferential consideration.

Passion for the Mission

- An authentic passion for community-focused work and a deep understanding of the challenges facing youth in BBBSI's service areas, paired with the ability to articulate a compelling vision for the agency's future.
- A leader who truly cares about and is interested in the point of view of not only the population BBBSI serves, but also the staff who are connected to the work and bring a range of personal connections to the mission.
- A values-driven leader known for their integrity, emotional and social intelligence, and humility—someone who builds trust and brings others along with clarity and care.

Strategic & Visionary Mindset

- A strategic leader eager and energized to develop and articulate an innovative vision for the next chapter of a multifaceted organization.
- Proven success in leading mission-driven teams, achieving measurable programmatic impact, and driving sustainable fiscal growth.
- Demonstrated ability to lead organizational change and transformation with transparency, strategic vision, and inclusive stakeholder engagement.
- Experience in scaling innovative programs, strengthening operational infrastructure, and navigating the complexities of nonprofit governance and funding landscapes.
- Strong analytical, organizational, and problem-solving skills that support and enable sound decision-making. Ability to quickly pivot and act decisively in the face of emerging situations and circumstances while still maintaining focus on big-picture vision and strategy.

Empowering & Collaborative Leader

- Track record of leading talented and passionate teams through an inspirational and empathic approach, fostering positive environments that encourage participation, collaboration, innovation, and empowerment across functions.
- A transparent communicator and natural listener who ensures all voices are heard, while also being firm and resolute in decisions.
- Experience creating and fostering inclusive, equitable workplace cultures and implementing effective HR, talent development, and performance systems. Experience creating a culture of high engagement for all team members regardless of background or role; ability to empower a workforce to excel by focusing on guiding team members' growth and development.
- Demonstrated ability to build consensus, break down silos, and establish interdepartmental unity within organizations through effective and inclusive communication as well as cross-team cooperation.
- A leader with emotional intelligence, empathy, and listening skills – offers regular transparency and open communication; seeks feedback and is low-ego.

Nonprofit Business Acumen & Management

- Experience with nonprofit operations/leadership, including sound financial planning, oversight, and accountability; track record of clear communication of financial status to staff, board, and key stakeholders.
- Strong nonprofit management skills with an understanding of how to build and implement effective infrastructures and systems that increase internal capacity and efficiency.
- Track record of setting priorities decisively, delegating responsibilities, ensuring accountability, and allocating resources to ensure teams are set up to excel.
- Experience building and working with an engaged Board of Directors, guiding meetings, and holding Directors accountable to governance responsibilities in a productive, efficient, and collaborative manner.

Skilled Advocate & Relationship Builder

- Demonstration of promoting a powerful sense of shared purpose and engagement among all constituents through effective internal and external communication.
- Experience as a key spokesperson and public face of an organization to community and government partners, media, funders, and others.
- Ability to successfully convey an organization's mission and objectives with clarity to a wide range of private, nonprofit, and public constituents in written and verbal communications.
- Experience in strategic, collaborative fundraising and building organizational capacity to creatively diversify fundraising opportunities from a diverse range of sources.
- An external leader who will be an inspirational storyteller who can continue to build BBBSI's capacity.

In addition, strong candidates will offer:

- A proven passion for community-focused work and exhibits boldness and courage in their advocacy for youth.
- A minimum of 15 years of progressive professional experience, including at least 5–7 years in a senior or executive leadership role within a medium-sized nonprofit organization.
- A bachelor's degree; advanced degree in business, public administration, nonprofit management, or other related field highly desired.

Compensation and Benefits

Salary is competitive and commensurate with experience. The total compensation range for this role is \$220,000 - \$260,000 with a generous benefits package.

Moderate travel to branch offices, community and corporate partners is required, as is some night and weekend work.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Molly Brennan and Corina Benitz. Submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

Expressions of interest will be reviewed on a rolling basis. Earlier expressions of interest may receive priority consideration. We encourage all interested candidates to submit their applications promptly by Monday, September 8th.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Big Brothers Big Sisters Independence is committed to modeling diversity, equity, and inclusion for all its stakeholders, and to maintaining an inclusive environment with equitable treatment for all. BBBSI is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).