

CANDIDATE PROFILE **PRESIDENT/CEO** **RICHMOND, VA**

Position available September 2024, some flexibility

This is an exciting executive position for a mission-inspired leader who is open to new opportunities and challenges. Leaders from a wide variety of professional backgrounds are encouraged to apply. A candidate's professional experience does not need to be in education, but he or she needs to believe in the power of education to transform lives.

MISSION AND VISION OF CRISTO REY RICHMOND HIGH SCHOOL

Cristo Rey Richmond High School is a Catholic learning community that educates young people of limited economic means to become men and women of faith, purpose, and service. Through a rigorous college preparatory curriculum, integrated with a relevant work study experience, students graduate ready to succeed in college and in life. Our vision is centered on strengthening the competence, confidence, and aspirations of students from economically disadvantaged families and empowering them to build fulfilling lives that advance the common good. The only school of its kind in Richmond, Cristo Rey Richmond provides students an extraordinary college preparatory education and a unique four-year, integrated corporate work study experience, seeking to transform Richmond one student at a time and break the cycle of poverty.

Cristo Rey Richmond High School, Inc. was formed as a nonprofit entity in 2016 to provide a Catholic-based learning community for young people of limited economic means in Richmond, Virginia. Also in 2016, Cristo Rey Richmond Corporate Work Study Program, Inc., was formed as a separate nonprofit entity. In August 2019, Cristo Rey welcomed its first students. The School and its Corporate Work Study Program (collectively "Cristo Rey Richmond") are part of the Cristo Rey Network. Cristo Rey Richmond utilizes the Cristo Rey Network's standards and platform in curriculum delivery and the corporate work study program. Cristo Rey Richmond is supported primarily through the corporate work study program, fundraising, and State of Virginia tax credit scholarships, as well as modest tuition contributions from families.

Cristo Rey Richmond is endorsed by the Bishop of the Catholic Diocese of Richmond and religiously sponsored by Bon Secours Mercy Ministries. Bon Secours ensures that the school is Catholic in identity and mission, true to the religious charism of the order, and appropriately governed.

Cristo Rey Richmond sits on a beautiful property that was previously used as Benedictine High School (founded in 1911) in the Museum District in the City of Richmond, just minutes from the downtown business district. In 2019 Cristo Rey Richmond High School opened its doors to its first class, and in 2023, 100% of its graduating seniors were accepted to college. In that same year in September, a new Student Life and Administration Building opened.



To learn more about Cristo Rey Richmond High School, visit www.cristoreyrichmond.org.

ABOUT THE CRISTO REY NETWORK

Cristo Rey Richmond High School is one of 39 high schools that comprise the Cristo Rey Network. Succeeding in today's world requires exposure to new opportunities, confidence to pursue them, and a network of champions to help every step of the way. By bringing schools, businesses, and communities together, the Cristo Rey Network opens doors for students from diverse families of limited economic resources to fulfill their dreams. The Network serves 12,350 students across the United States, empowering student formation through the integration of rigorous college preparatory academics, four years of professional work experience, support to and through college, and Catholic educational values. Cristo Rey graduates are three times more likely to complete a bachelor's degree by age 24, compared to the total U.S. low-income population.

The entrepreneurial Network of high schools is developing in young people the character and aspiration to realize their full potential in education, career, and most importantly, in life. To learn more about the Cristo Rey Network, visit www.cristoreynetwork.org.

CRISTO REY NETWORK'S MISSION

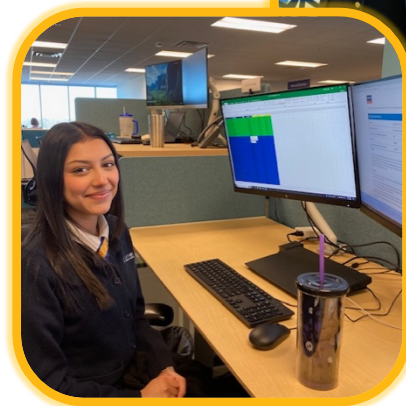
The Cristo Rey Network of high schools delivers a career-focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. We partner with educators, businesses, and communities to enable students to fulfill their aspirations for a lifetime of success.

THE CORPORATE WORK STUDY PROGRAM

The Corporate Work Study Program (CWSP) is an innovative and transformative initiative that operates as a separate entity, acting as a temporary employment agency within the school. The CWSP is more than just a means to cover education costs. It is a transformative journey that opens doors to a brighter future, breaking the cycle of limited opportunities and paving the way for our students to achieve their dreams.

The CWSP provides an internship and work-study program which enables students to gain business experience with employer sponsors. The financial model of Cristo Rey schools is structured such that, when the school has reached full enrollment, fees from the CWSP (paid by the employer sponsors) are expected to cover 60% of a student's tuition. The CWSP shares common board governance and management with the school.

Through the CWSP, every student at Cristo Rey Richmond dedicates five full days a month to an entry-level, professional job throughout their four years of high school. The success of the program lies in the strong collaboration between students, school, and the school's 50+ Corporate Partners. This unique opportunity allows Cristo Rey students to earn a significant portion of their education cost.



THE CRISTO REY NETWORK'S MISSION EFFECTIVENESS STANDARDS

As a member of the Cristo Rey Network, Cristo Rey Richmond:

1. is explicitly Catholic in mission and enjoys Church approval
2. serves only students with limited economic resources and is open to students of various faiths and cultures
3. is family-centered and plays an active role in the community
4. prepares all students to enter and graduate from college
5. requires participation by all students in the Corporate Work Study Program
6. incorporates the learning present in its work program, classroom, and extracurricular experiences
7. has effective administrative and board structures and complies with applicable state and federal laws.
8. is financially sound
9. supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions
10. is an active participant in the Cristo Rey Network

ABOUT THE POSITION

While the President/CEO role is largely external facing and forward looking, s/he is also responsible for setting the internal culture of the school by modeling mission and inspiring all stakeholders. S/He will be a high-profile ambassador for the school in business, philanthropic, and faith communities. S/He will focus on mission-vitality and financial stability through fundraising, securing corporate work study jobs for students, and enrollment. The school utilizes the President-Principal leadership model, wherein the Principal is responsible for curriculum, student life, and daily operations.

The President/CEO will be hired by, and report to, Cristo Rey Richmond High School's Board of Directors. S/He will be responsible for inspiring and supporting a Leadership Team that includes the following direct reports: Principal, Chief Operating Officer, Chief Financial Officer, Director of Enrollment Services, Vice President of Advancement, and Vice President of Corporate Work Study. Other stakeholder groups with whom the President/CEO will be expected to maintain strong relationships include the Cristo Rey Network, Bon Secours Mercy Ministries, Diocese of Richmond, Corporate Work Study partners, faculty/staff, students and parents, donors, and the greater Richmond community.

CAREER PATH

The Cristo Rey Network has found that successful schools are typically led by leaders with broad institutional- and executive-level experience from a wide variety of fields. Experience in Catholic education is desirable, but not required. Leaders with experience in business, non-profit, public service, and community relations are all credible pathways to this executive role.



PROFESSIONAL QUALIFICATIONS DESIRED

Executive presence and leadership experience in the following:

- Bachelor's degree required. Advanced degree preferred.
- Inspiring and supporting a senior leadership team.
- Strategic planning and leading organizational growth
- Philanthropic fundraising
- Business development
- Financial acumen, including annual and multi-year budget development
- Working with economically disadvantaged communities
- Networking and relationship-building
- Excellent communicator, oral and written



PERSONAL QUALITIES

- Mission-inspired, faith-filled person. Practicing Catholic preferred.
- Uncompromising integrity, strong moral compass
- Passionate about serving students with limited economic resources
- Articulate and inspirational communicator
- High emotional intelligence, strong interpersonal skills
- Skilled at building and maintaining relationships with a wide range of stakeholders
- Collaborative
- Critical thinker and creative problem solver

COMPENSATION

Annual salary of \$175,000 - \$205,000. Employee benefits include health insurance and a 403(b) match.

STATEMENT OF NONDISCRIMINATION

Cristo Rey Richmond High School is an Equal Opportunity Employer and does not discriminate on the basis of race, sex, color, national or ethnic origin, age, religion, disability, or any other category protected by federal, state, or local law in the administration of any of its educational programs and activities or with respect to employment. Cristo Rey Richmond values diversity, equity, and inclusion.

APPLICATION PROCESS

A President Search Committee comprised of board members and staff will be engaged in the process on behalf of the Board of Directors. Lester Consulting Group, Inc. of Sacramento, California has been hired to facilitate the search process.

Inquiries and applications should be directed to:
Lorcan Barnes, President
Lester Consulting Group, Inc.
CRRichmondSearch@lcginc.net
(916) 826-5703

Applications are due by July 19, 2024, or until a successful candidate is identified. Semi-finalist interviews will take place in early August with finalist interviews taking place in late August. Ideally, the President will be named in September and commence duties shortly thereafter.

Please submit the following, as one (1) single pdf:

- Cover letter
- Resume
- At least 4 professional references (References or current employers will not be contacted without permission of the candidate.)
- One-page essay responding to one (1) of the following prompts:
 - A) Describe how your personal values and professional experience align with Cristo Rey Richmond's mission.***
 - B) Describe a situation where you led a team to embrace a shared vision and take action. What did you learn about yourself in this experience?***
 - c) Describe a life experience (personal or professional) that compels you to be a champion for students with limited economic resources.***

