

**ORGANIZATION:** Ramapo for Children  
**POSITION:** Executive Director  
**REPORTS TO:** Board of Directors  
**LOCATION:** Rhinebeck, New York  
**INFORMATION:** [Website](#); [Annual Report](#)  
**TO APPLY:** Please send cover letter and resume as one PDF to [RamapoForChildrenED@pbrsearch.com](mailto:RamapoForChildrenED@pbrsearch.com) with title format “Last Name First Name – Letter Resume.”

## **BACKGROUND**

Ramapo for Children is founded on the belief that all young people want the same things: to learn, to feel valued for who they are, and to experience success. Through direct-service programs and professional development, Ramapo for Children helps adults to create environments that support learning and success for all young people. On a 250-acre campus in Rhinebeck, New York, Ramapo for Children hosts its signature residential [summer camp](#) that serves young people who are affected by social, emotional, or learning challenges, including those on the autism spectrum. Ramapo for Children offers a diverse array of additional programs, including a [day camp](#), [retreats](#), and the [Staff Assistant Experience](#), a residential transition-to-independence program for young adults with social, emotional, or learning challenges.

Celebrating its 100<sup>th</sup> anniversary this year, Ramapo for Children is looking for a strategic leader who will help hone the organization’s mission, refine and align program offerings for maximum impact, and ensure continued financial sustainability.

## **POSITION**

The executive director (ED) is responsible for the strategic leadership and skillful management of Ramapo’s staff and resources at its 250-acre campus in the Hudson Valley. The ED will provide leadership for all aspects of Ramapo for Children, including strategic planning, fundraising, financial management, program development, and community relations. This leader will also collaborate with the executive director of sister organization Ramapo Training in New York City (which provides professional development, coaching, and technical assistance for educators, youth workers, and families) on how to best leverage each organization’s strengths to maximize their collective impact on children and families. This is a multifaceted position calling for an experienced leader and manager open to imagining and implementing a holistic vision for the unique mission and impact of Ramapo for Children. They will build upon Ramapo for Children’s strong foundation while also evolving the organization and its programming as needed. Ramapo for Children currently operates on an annual budget of about \$6.8 million.

## **RESPONSIBILITIES**

### **Strategic Leadership**

- Work with the board, staff, and other stakeholders to develop Ramapo for Children’s next strategic plan, with a key goal of clearly defining Ramapo for Children’s mission and work, providing a judicious lens for decision-making on the programs that the organization should refine, continue, or discontinue.
- Effectively communicate the goals of the strategic plan both internally and externally so that all stakeholders understand their role and responsibilities in making the mission a reality.
- Evolve the organizational structure as needed, and ensure that the programs, staffing, and budget are aligned with the strategic plan and are financially sustainable.
- Build upon and continue to realize Ramapo for Children’s diversity, equity, and inclusion work so that the organization fulfills its vision of being a welcoming and inclusive space for all populations served and an organization with a diverse staff and inclusive work culture.
- Working closely with the board, attract new board members who will actively assist Ramapo for Children in achieving its strategic, programmatic, and financial goals. Clearly outline roles and responsibilities for board members, including setting strategy and metrics for engagement.

### **Fundraising and External Relations**

- Be the organization's primary fundraiser, working closely with the board and staff to identify new and grow existing sources of contributed and earned income to support the current operating budget and to build the long-term positive financial sustainability of the organization.
- Be the face and voice of Ramapo for Children, working actively to elevate its profile, promote and publicize its programming, and expand appreciation for its mission.
- With warmth and emotional intelligence, become a valued and visible member of the Rhinebeck community and beyond, with the ability to engage with people from a wide array of backgrounds, including children and families, funders, and community leaders.

### **Staff Leadership**

- Provide strong, effective, clear leadership for a group of committed and talented staff members; be a positive and accessible presence.
- Ensure staff members understand how their specific roles contribute to the overarching mission and purpose of the organization.
- Set and model high standards for professionalism, work product, and collegiality, and hold people responsible for maintaining them; support staff in their careers, ensuring people have opportunities for professional development that enhance their growth and their work.

### **Financial and Operational Leadership**

- Be responsible for fiscal management, ensuring that Ramapo for Children operates within budget, maximizes resource utilization, and maintains a positive financial position.
- Ensure that Ramapo for Children maintains its 250-acre campus and buildings at a high level of excellence, including anticipating long-term capital needs, while ensuring financial sustainability.
- Continue to codify organizational policies and procedures, with the goal of increasing clarity, efficiency, and fairness across the organization.

### **QUALIFICATIONS**

The ideal candidate will be a seasoned, visionary leader with a passion for Ramapo for Children's mission and the ability to imagine its future. Specifically, the ED should have:

- At least ten years of executive management experience, with a track record of motivating results-oriented teams.
- Strategic thinking skills, with the ability to build on the organization's legacy and honor its past while setting the course for its future.
- Extensive experience fundraising, with a track record of cultivating meaningful relationships and closing contributions from all revenue sources, as well as evaluating and developing earned income streams.
- Strong business sense, with a commitment to the ongoing financial sustainability of Ramapo for Children.
- Track record of working with a board of directors, with the ability to expand existing and develop new board member relationships and to create strong board structures in line with best practices.
- Emotional intelligence, a winning personality, and the ability to engage with people from various backgrounds.
- A strong commitment to furthering diversity, equity, access, and inclusion in all forms.
- Strong written and verbal communication skills, with the ability to convey Ramapo for Children's mission and plans in ways that inspire others to contribute to their realization.
- The ability to work on location in Rhinebeck, including for evening and weekend events as needed.
- A bachelor's degree is required.

### **COMPENSATION**

- Minimum \$200,000; commensurate with experience; eligible for performance-based bonus
- Attractive, competitive benefits package, including four weeks' paid vacation, healthcare insurance coverage, and 401(k) plan. Additional on-site benefits include dining services and family enrollment in appropriate Ramapo programs.

*Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, Ramapo for Children encourages you to apply.*

*Ramapo for Children is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. In addition, Ramapo for Children will provide reasonable accommodations for qualified individuals with disabilities.*