

# BRAKELEY SEARCH

LEADERSHIP SEARCH PARTNERS

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POSITION SPECIFICATION

## CHIEF FINANCIAL OFFICER Children's Health Council *Palo Alto, CA*



### **Brakeley Search**

is a search firm focused exclusively on the nonprofit sector. As a division of Brakeley Briscoe, Inc. (BBI), Brakeley Search works with local, national, and international nonprofits to help them hire exceptional senior-level leaders.

**Managing Director Stacey Konner, CDR, CPSP, CDSP**  
is leading this search assignment. Inquiries may be made, in confidence, to Stacey Konner at [skonner@brakeleysearch.com](mailto:skonner@brakeleysearch.com).

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**TITLE:** Chief Financial Officer (CFO)

**ORGANIZATION:** Children's Health Council (CHC)

**LOCATION:** Palo Alto, CA

**REPORTS TO:** Chief Executive Officer

### **CHILDREN'S HEALTH COUNCIL VISION**

We believe in a world where every child, teen and young adult can reach their full promise and potential.

### **CHILDREN'S HEALTH COUNCIL MISSION**

To transform young lives by providing culturally responsive best-in-class services for learning differences and mental health to families from diverse backgrounds regardless of language, location or ability to pay.

### **CHILDREN'S HEALTH COUNCIL VALUES**

**Expertise** – Striving for, recognizing and sharing excellence in everything we do, while acknowledging that building expertise is an ongoing journey and not a destination.

**Compassion** – Combining empathy and action to gain trust, create connections and make lasting change.

**Community** – Collaborating and supporting each other and working with local partners to leverage strengths for mutual benefit and collective impact.

**Diversity, Equity, Inclusion and Belonging** – Recognizing that diverse, equitable and inclusive workplace and service delivery practices are paramount to building The Beloved Community as envisioned by Dr. Martin Luther King, Jr. – creating a place where everyone feels like they belong.

### **CHILDREN'S HEALTH COUNCIL SERVICES**

#### **Community Based Services:**

**Catherine T. Harvey Center for Clinical Services** – Expert multidisciplinary assessment, personalized therapy and innovative programs increase every child's ability to learn and achieve the balance necessary to enhance life experience and improve school performance. Ages 0-25.

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**Schwab Learning Center** – Celebrates the fact that we all learn in a variety of ways. Helps college and high school students with diverse learning challenges succeed in all areas of their lives.

**County Based Services** – CHC holds a primary contract for Medi-Cal based services for Santa Clara County, while also doing smaller scale services within San Mateo and Alameda Counties. CHC looks to support the behavioral health needs within these counties through delivering culturally sensitive expert services in a variety of languages. CHC serves ages 0-18 and is currently looking to expand availability for transition-aged youth.

**Ravenswood Wellness Partnerships** – Bilingual, culturally relevant mental health and education support, filling unmet needs of the Ravenswood community in East Palo Alto and East Menlo Park. The highly effective, needs-based service model provides on-the-ground bilingual parent education and consultations, teacher professional development, clinical evaluation for learning and mental health concerns, and individual and family therapy.

### **Schools and School Based Services:**

**Sand Hill School** – Personalized learning for students with average to above average intelligence with diagnosed language-based learning differences such as dyslexia and the attention and social challenges that often accompany them. Grades 2-8.

**Esther B. Clark Schools** – Therapeutic day school providing transformative education where children with severe emotional and behavioral issues re-engage in learning and develop the positive behaviors necessary to transition back to a district school. Two locations - Palo Alto and San Jose. Grades 2-10.

### **Community Engagement and Education:**

CHC offers an array of community-based support within our areas of expertise, many at no cost, including a comprehensive resource library, expert podcasts, parent support groups, volunteer programs, professional development for schools and community-based organization, and more.

## **ABOUT THE OPPORTUNITY**

Celebrating 70 years, Children's Health Council is a well-established and highly regarded organization with a \$40M budget and a well-funded endowment of \$80M. CHC operates multiple sites with much-needed programs that focus on youth and young adults. In 2022, over 15,000 families were served through their schools, clinics, and community programming.

Reporting to CHC's Chief Executive Officer, Dr. Ryan Eisenberg, the new Chief Financial Officer (CFO) is expected to be a thought partner with Dr. Eisenberg, the board, and the executive team. The CFO must be a strong leader who has experience managing complex budgets with multiple revenue streams and understands endowments, restricted funds, and asset management. They will excel at critical thinking, strategic planning, execution, and analysis.

In addition to the fiscal responsibilities of the role, the CFO will also have oversight over operational responsibilities including facilities, capital projects, leases, risk management, and compliance. This position requires a leader who has high emotional intelligence, excellent communication and interpersonal skills. The new CFO will embody a creative, collaborative, and flexible approach to problem solving and a strong business mind.

This is an excellent opportunity for an accomplished professional who would like to work with an innovative CEO and great executive team, staff, and board. The CFO will inherit a talented and highly functioning team. CHC's strength is that the staff leads with their heart and stay true to their mission and values, focusing on their people and adapting to changing community needs.

### **Professional Experience/Qualifications**

#### Experience:

- At least 10 years senior leadership experience in finance and operations
- Experience as a proven senior executive in complex nonprofit organizations with budgets of a minimum of \$30M; evidence of vision, collaboration, as well as an innovative, flexible, and entrepreneurial approach in developing strategy, business policies, and practices
- At least 8 years' experience managing a senior team, providing leadership to a minimum of 5 direct report staff
- Proven professional experience in finance, accounting, budgeting, and cost control principles including GAAP
- Financial management experience, including forecasting, fiscal management, analysis, and strategy
- Experience managing and negotiating contracts
- Experience with risk management and compliance
- Experience reporting to a board and/or board committees
- Operations oversight in an organization of comparable size or larger size and complexity to CHC
- Experience in building operations and systems

#### Skills:

- Works well as a team with senior management and seen as a partner with CEO
- Excellent interpersonal and communication skills with experience collaborating in a high-growth and mission-driven environment
- Demonstrated resourcefulness in setting priorities, proposing new ways of creating efficiencies, and guiding investment in people and systems
- Comfortable using technology and demonstrated experience developing and implementing processes and systems that increase efficiencies and use best practices
- Track record of growing abilities of staff and encouraging increased responsibilities, team building and retention, mentor and coach direct reports, and creating a culture of accountability and enhancing workplace culture
- Comfortable with metrics and data analysis

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### Personal Characteristics:

- Affinity and compassion for youth
- Empathy for youth with learning differences and/or mental health challenges and their families
- Understands diversity, equity, inclusion, belonging and privilege
- Must be passionate, humble, hold a high degree of integrity, and bring a positive attitude
- Strong emotional intelligence, especially in empathy, self-awareness, and active listening
- Comfort with and possessing strong presentation skills, especially with regards to financial information to a variety of audiences
- Forward thinking, strategic; embraces innovation and change
- Excellent written and spoken communication skills
- Comfortable with growth in an organization and the flexibility that is needed with growth
- Willingness and ability to be in the office a minimum of three days per week

### Highly Preferred:

- Understanding, involvement, and/or experience with community-based mental health, education, and/or social services programs

### Preferred:

- Experience in organizations with multitude of programs in different locations
- Grant tracking and reporting experience; A plus to have experience with local, state, and federal grants
- Experience with endowments
- Experience in mergers and acquisition

### Education:

- CPA (current or lapsed) and/or MBA is highly preferred

## **COMPENSATION**

A highly competitive compensation and benefits package will be made available to the qualified candidate. The starting salary range is \$265,000 - \$275,000 plus up to a 30% annual bonus for a total compensation package of up to \$344,500 - \$357,500 per annum.

## **TO APPLY**

Brakeley Search is conducting this search on an exclusive basis on behalf of Children's Health Council. For immediate consideration, interested candidates should apply via email by sending a resume and cover letter as PDF or Word documents to Search Coordinator Chelsea Burr at [cburr@brakeleysearch.com](mailto:cburr@brakeleysearch.com). Inquiries may be made, in confidence, to Managing Director Stacey Konner at [skonner@brakeleysearch.com](mailto:skonner@brakeleysearch.com).

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## **CHC EOE STATEMENT**

CHC is an Equal Opportunity Employer and supports workforce diversity. We believe in treating each employee and applicant for employment fairly and with dignity. We will provide employment opportunities without regard to race, religion, color, creed, national origin, gender, orientation, age, disability, medical condition, marital status, veterans' status or any other classification protected by employment discrimination laws. When necessary, CHC also makes reasonable accommodations for employees with disabilities in accordance with individual needs, business realities and applicable laws.

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