



## **Position Announcement**

### **Boys To Men Tucson, Inc.**

### **Chief Executive Officer**

The mission of Boys to Men Tucson (BTMT) is to strengthen our communities by nurturing intentional spaces for boys, men, and masculine-identified folks to practice honest and mindful relationships, with a vision that all boys have access to safe and loving men. We humbly approach the work of mentoring and are dedicated to a future where:

- Society views masculinity in a radically different way and men are able to express all parts of themselves
- Boys and masculine-identified youth all have safe, trusted, and healthy role models outside of the home
- Patriarchy, racism, homophobia, transphobia, ableism, and all systemic forms of power are eradicated, and therefore the violence toward marginalized populations is eradicated

We believe our intergenerational approach which addresses social inequities and cultural trauma in supporting men to mentor boys in southern Arizona communities contributes to this future vision. Our relationship to community is the backbone of our work, which is for anyone who identifies as masculine: whether they are boys, men, male, trans, non-binary, or any other masculine gender identity. We are committed to accountability, community, growth, equity (anti-racism), healthy masculinity, and fun--*insisting on joy in our work!* Boys to Men Tucson would like to become a national model for community mentoring programs. Find more information about BTMT at <https://btmtucson.com/>.

#### **Ideal Candidate**

The BTMT Board of Directors is seeking a Chief Executive Officer who first and foremost shares these values. The ideal candidate is a big picture thinker who understand systems and operations. They can lead a team to success through staff development, support, and recognizing each person's unique gifts and humanity. They will embrace the workplace culture, while providing a guiding and grounding force for staff and a confident and inclusive face to the community. The CEO will be a relatable representative to diverse communities in southern Arizona and has the skills to help expand or replicate the BTMT model statewide and beyond in a thoughtful way. A passion for working with youth, nonprofit management experience, and the ability to partner with a wide array of stakeholders will be keys to success. Lived experience, formal and informal education, and past professional success will all be considered.

#### **Position Overview**

The Chief Executive Officer leads and manages BTMT to ensure that its mission, strategy, and goals are achieved in line with its nontraditional organizational culture and values. The CEO reports directly to the Board of Directors and is responsible for implementing and managing day-to day operations in a manner that ensures the organization's credibility, sustainability, and financial health consistent with the strategic plan and annual budget.



## **Duties and Responsibilities**

### *Financial Management*

- Oversees the business policies and accounting practices of the organization by reviewing and analyzing all financial reports, drafts the annual budget, and develops plans that enhance the financial stability of the organization without sacrificing program quality.
- Prepares monthly financial statements for Board review, oversees data entry, and reconciles all accounts.
- Ensures the long-term financial health of the organization; in collaboration with the Chief Development Officer, cultivates relationships with individual, foundation, and corporate donors, as outlined in the fund development plan.

### *Operations Planning and Management*

- Develops an operational plan to implement BTMT's short-term and long-term goals, with regular progress reports to the Board.
- Embraces human resources practices that work within the organizational culture and allow for intersectional supervision.
- Ensures organizational policies are implemented, conducts an annual review, and identifies needed policy changes.
- Oversees day-to-day operation of the organization, consistent with its policies and procedures.

### *Leadership, Board Development and Administration*

- Works in partnership with the Board in developing a strategic plan and assists in increasing Board size and diversity.
- Hires, builds a team, and supervises staff; interacts with contractors, and vendors.
- Oversees the organization's databases and program records and ensures confidentiality.
- Ensures the organization's website and calendar of events are up to date and accurate.
- Provides timely reports, regularly communicates with the Board, and attends Board meetings.

### *Program Planning and Management*

- Oversees the evaluation components to measure program effectiveness, analyzes qualitative and quantitative data, identifies areas of improvement, and recommends new initiatives.
- Supervises the program directors and managers to maximize programmatic impact through new and existing methods.
- Ensures that programs operate consistent with the organization's mission, values, policies, ethics, and within approved budgets.
- Attends the Challenge Adventure Weekend and other BTMT events, and regularly sits in as a mentor and on an as-needed basis.

### *Advocacy and Marketing*

- Serves as the public face and spokesperson of the organization and represents BTMT at meetings and events with nonprofit, private sector, and government leaders; and with the media to skillfully tell the BTMT story.



- Enhances the organization’s good reputation and community image with the media, government agencies, schools, donors, volunteers, program participants, and the public.
- Builds relationships with various sectors of the community and helps recruit staff, Board members, and volunteers to reflect diversity.
- Develops and implements marketing for the organization’s programs and activities.

#### *Risk Management*

- Identifies and evaluates risks to the organization and the community served, staff, Board, volunteers, and assets, and implements measures to mitigate those risks.
- Develops and implements policies and procedures to vet all volunteers and staff to ensure a safe experience for participants.
- Ensures the organization maintains appropriate liability, Directors & Officers, property, automobile, workers’ compensation, and other insurance coverage, as applicable.
- Takes all necessary steps to ensure organizational compliance with federal, state, and local laws and regulations, as well as contractual agreements.

#### **Compensation**

Annual salary is \$90K-\$100K, depending on qualifications.

Medical, dental, vision, life, and disability insurances are provided, as well as generous PTO benefits.

*Boys to Men Tucson provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination based on race, color, religion, age, gender identity, national origin, disability status, sexual orientation, or other non-merit factors.*

#### **To Apply**

No one applicant will have *all* the ideal attributes, skills, and abilities. Please submit a resume and cover letter to [RossettiConsultingGroup@gmail.com](mailto:RossettiConsultingGroup@gmail.com) outlining why your skills and experience are a good fit for this position. All applications will be acknowledged.

Position open until filled. Questions may be directed to Rossetti Consulting Group at [rossetti@dakotacom.net](mailto:rossetti@dakotacom.net) or 520.241.3485.



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