



ABOUT THE OPPORTUNITY

Peter & Paul Community Services, Inc. (“PPCS”) has walked with individuals who are homeless on their journey to lifelong stability for over 40 years. With a dedicated team of 70+ employees, an operating budget of \$5.8M, an engaged Board of Directors and unwavering support from a wide base of volunteers, city and community partners, PPCS provides housing and supportive services to individuals who are homeless, including those who live with mental illness and HIV. Through hope and empowerment, compassion and hospitality, and the programmatic expertise to provide trauma-informed care and support resilience, PPCS continues to meet community housing needs, ranging from emergency shelter to transitional and permanent housing.

Poised for continued growth, PPCS is seeking a CEO who thrives on bringing the next chapter of an organization’s vision to life. Reporting to the Board of Directors, the CEO will be a future-focused, mission-aligned leader capable of building upon PPCS’s impact and program growth to date. PPCS’s new CEO will be a leader of staff and culture, a relationship builder and fundraiser who will advocate for the St. Louis homeless community and champion diversity and inclusion at all levels of the organization. For more information about PPCS programs, visit <http://www.ppcsinc.org>.

YOUR MISSION AS CHIEF EXECUTIVE OFFICER

- **ADVANCE THE MISSION OF PPCS [Strategic Leadership & Board Relations]** – Partner closely with Board of Directors to build a vision for PPCS’s growth while championing the implementation of current strategic priorities. Proactively and transparently engage Board in financial and operational priorities while providing inspiration and alignment for PPCS’s senior leadership and internal team. Ensure ongoing quality of programs, operations, community and public relations, fundraising, financial management, communications, and administration.
- **INSPIRE A HIGH-PERFORMING TEAM & INCLUSIVE CULTURE [Team Leadership]** – Lead and align a high-performing senior leadership team responsible for programs and operations, HR, fundraising and development, finance and accounting, and community relations. Cultivate a positive and collaborative workplace culture that promotes teamwork, trust, transparency, accountability, and values diversity, equity and inclusion. Champion staff development, front-line training opportunities, and performance management. Define and oversee the development, implementation and communication of all organizational policies, procedures, and priorities.
- **BE THE VOICE & FACE OF PPCS [Public Relations, Community Engagement, Advocacy, Thought Leadership]** – Serve as primary spokesperson and public face of the organization, consistently and effectively identifying opportunities to represent PPCS both locally and beyond. Manage and elevate PPCS’s mission and programmatic expertise. Proactively cultivate relationships with community constituents, government officials, partner agencies and other key stakeholders and relevant media sources. Serve as a thought leader and advocate within homeless services.
- **BUILD & EXPAND INSTITUTIONAL RESOURCES [Fundraising & Financial Management]** – Partner closely with Board and senior leadership to manage annual budget, maximizing its impact. Ensure compliance and renewal of government grants and identify new funding opportunities. Evaluate feasibility and spearhead capital campaign to expand and to elevate emergency shelter program and services. Cultivate relationships with major donors and increase individual donor development. Establish annual goals alongside of long-term fund development strategies.
- **ENSURE QUALITY & PROGRAMMATIC EXCELLENCE [Program Services & Client Experience]** – Oversee and ensure quality and impact in all PPCS programs and services, including current efforts to obtain CARF accreditation. Support leadership in efforts to align and leverage talent across all programs, including retention and recruitment of frontline



staff. Ensure compliance with all applicable city, state, and federal laws and regulations. Cultivate a data-driven culture that promotes compassion and quality of care alongside continuous improvement and risk management.

IS THIS A MATCH FOR YOU?

- You have a **strong passion and heart for the mission of PPCS**, including an unwavering commitment to providing resources and solutions for individuals facing homelessness in the St. Louis metro-area.
- You have gained **10-15+ years of progressive leadership experience, including a demonstrated record of success in the development of people, processes, and organizational resources**. Experience must include 5+ years of senior leadership for a team of direct reports, including an ability to inspire and motivate, to manage conflict and change, and, to foster a healthy and inclusive organizational culture through teamwork and collaboration.
- Your prior experience in nonprofit leadership, including familiarity with human services and direct service provider models a strong plus. Familiarity with CARF accreditation, crisis intervention and health care services also a plus.
- Your experience includes either a track record or **an aptitude for identifying key resources and developing funds**. Familiarity with best practices in annual giving, endowments, events, grants, and major gifts is strongly preferred. Solid **financial acumen with prior P&L or budget management experience** required. Familiarity with government funding streams and tax credits a plus.
- You have a demonstrated commitment to **diversity, equity, and inclusion**, and bring a strong level of cultural awareness to PPCS's partnership with clients and within the St. Louis homeless community. You foster a high standard of ethics and instill mutual trust and confidence as you lead.
- You are well-versed in **proactively communicating with internal and external stakeholders in a visible manner**. You confidently interact with team members, key stakeholders, and clients and react with diplomacy and tact. You bring experience communicating a prospective road map to key stakeholders, and you foster relationships in an inclusive, collaborative style.
- You are a hands-on leader with the **ability and desire to flex between strategic and tactical priorities**. Superior project management skills, solution-based problem solving, and an entrepreneurial mindset are all must-haves.
- You have developed a **solid business acumen**, including **strong technology skills and a data-driven approach**. Four-year college degree required. Advanced degree and or related certifications preferred.

WHY JOIN US?

- **MAKE A FOREVER IMPACT** – Become part of the solution in providing accessible, compassionate, and high-quality services for those who are homeless in the St. Louis area. We are seeking a senior leader who is passionate about making a difference and seeking to make a forever impact in their work.
- **DEFINE OUR NEXT CHAPTER OF GROWTH** – PPCS has untapped potential and an engaged Board committed to intentional growth. PPCS senior leaders and front-line team members are committed to making a positive and lasting impact in the life of every individual served. Our next CEO will leverage existing strengths to take our program and services to the next level.



PETER & PAUL
COMMUNITY SERVICES
Solving Homelessness Together

NOW HIRING –
CHIEF EXECUTIVE OFFICER

For Release – January 2023

- **OPPORTUNITY TO BUILD & INNOVATE WITH BEST PRACTICES** – You will lead alongside our Board with the freedom to build, innovate, and influence the organization’s vision and strategy. Our next CEO will thrive on making a vision come to life and enjoy serving as entrepreneurial business strategist and passionate advocate for PPCS’s mission.
- **COMPETITIVE COMPENSATION & BENEFITS** – PPCS offers a competitive compensation package with comprehensive benefits. Generous employer coverage for medical insurance with FSA option. Benefits also include dental, life/AD&D insurance, paid time off, and add-on vision, short-term and long-term disability insurance. Retirement benefit includes IRA with 3% match. Employee assistance program and professional development opportunities available.

LOCATION & TRAVEL

This role is based in-person in Saint Louis, Missouri. The position will collaborate with the senior leadership team and partner closely with the Board of Directors, key funders and donors, community partners, and other stakeholders. The CEO’s presence will be required across all PPCS direct service locations. Occasional evenings and weekends and some travel expected. Relocation stipend available.

READY TO APPLY?

Upload your resume via LinkedIn or apply online at www.occhiosearch.com. Please direct all questions, referrals, and applications to our retained search consultants at Occhio Search & Recruitment. Contact Sarah Krueger (sarah@occhiosearch.com), Angie Akerman (angie@occhiosearch.com) or Hannah Phillips (hannah@occhiosearch.com) with questions. *All resumes, candidate referrals and general inquiries will be held in strict confidence.*

Peter & Paul Community Services, Inc. is an Equal Opportunity Employer. We welcome differences in form of gender, race, ethnicity, disability, geography, socioeconomic status, age, politics, religion, philosophy, sexual orientation, gender identity or expression and veteran status. All applicants who share this goal are encouraged to apply and we look forward to hearing from you!