



EXECUTIVE VICE PRESIDENT

EDUCATION FUND

February 12, 2018

Friends, colleagues and staff,

The Cesar Chavez Foundation (CCF) is actively searching for its Executive Vice President (EVP) of the Education Fund. The EVP of the Education Fund is responsible for overseeing the strategic growth of the Education Fund through developing and launching new programs and expansion of current ones.

CCF believes that the present approach to education does not adequately prepare young people for a changing global economy. We further believe that the disparity of resources continues to negatively impact the 12 million Latino students in the educational system. But while the education sector has its challenges and obstacles, it also provides for many opportunities to improve education for our children.

In an effort to find an entrepreneurial leader and educational equity practitioner for the Education Fund, CCF is hereby appealing to our friends, colleagues and staff to help us distribute the attached job description. Please forward this job description to anyone you know may be interested, or may know someone that may be interested. A cover letter and resume are due by March 15, 2018, emailed directly to Richard Torres, Human Resources Director, at rtorres@chavezfoundation.org. Interested parties can contact Richard directly at (661)823-6255 if they have any questions. Thank you very much in advance for your assistance.

MANUEL HORACIO BERNAL, Chief Operating Officer

CESAR CHAVEZ FOUNDATION



INVITES YOUR INTEREST IN THE POSITION OF

EXECUTIVE VICE PRESIDENT

EDUCATION FUND

Inspiring & Transforming Communities





EXECUTIVE VICE PRESIDENT

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The Cesar Chavez Foundation (CCF) is actively searching for its Executive Vice President (EVP) of the Education Fund. Through its various programs, the Education Fund aims to improve the level of academic proficiency among Farm Worker, Latino, and other working families by providing educational opportunities that are not within reach in low income and urban communities. The EVP of the Education Fund is principally responsible for overseeing the strategic growth of the Education Fund through developing and launching new programs and expansion of current ones. We currently offer high-quality, leading-edge programs that help children achieve key benchmarks, fundamental for their long-term success in school. The EVP of the Education Fund reports to CCF's Chief Operating Officer and will collaborate with the President/CEO, Education Fund program staff, and the Executive Board to implement the Education Fund's strategic vision and goals.

STRATEGIC VISION

The Education Fund's Strategic Plan provides the vision and direction for the next 10 years. We believe that no matter what programs are administered or who administers them, the Education Fund will continue to abide by its Core Values. Furthermore, we will continue to hold firm to our Core Purpose: **to build a just society through education**. With this Core Ideology as foundation, the Education Fund's 10-year goal is to build an educational enterprise that measurably impacts 1 million students by 2028.

In fact, we envision a system in which all students and their families thrive and are engaged in their communities. We will encourage the natural excitement and eagerness in our children to discover and learn, particularly in the earliest years. Learning will become a lifelong pursuit for all. As a result of our good work, the new-found pride, confidence and preparation of our students will create future leaders that will give true meaning to the phrase "ordinary people doing extraordinary things."

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CORE VALUES:

IMPACT

INTEGRITY

SI SE PUEDE ATTITUDE

DOUBLE BOTTOM LINE

STRATEGIC PERSPECTIVE

Although students receive their education much differently than they did in the late 1800s, the present approach continues to have its problems, and many doubt it adequately prepares young people for a new and changing global economy. The American public school system has 12 million Latino children and is the fastest growing segment of the system. One of the most significant concerns since the system began in the 19th century is the disparity of resources that should ensure equal and effective education for students. We believe a multi-programmatic approach would make the greatest impact. The education sector is guaranteed to change in the next 10 years. It will continue to produce challenges and obstacles as well as many opportunities to improve education for our children.

CESAR CHAVEZ FOUNDATION





DESIRED CHARACTERISTICS

In building a cohesive team of department heads, CCF is looking for these qualities in all its Top Management Team:

- **ADVOCATE** who personifies the social justice ideals espoused by Cesar Chavez.
- **ENTREPRENEUR** who embodies the Si Se Puede attitude fueling the Farmworker Movement.
- **LEADER** who is not only an effective manager, but also has vision, discipline, tenacity and skills to set and achieve strategic goals and leave a lasting legacy.
- **TEAM PLAYER** who fosters collaboration at all levels of the organization, with an understanding that problems and solutions routinely cross department lines and CCF Funds.
- **TEAM BUILDER** who makes it a priority to empower, coach, mentor and recognize staff members to increase their individual and shared capacity to achieve success.
- **CHANGE AGENT** who uses data and performance metrics to drive continuous improvements and achieve the results that matter most.



PERSONAL QUALITIES

In addition, top candidates for consideration will also:

- Be a strategic thinker who understands the necessity of taking the long view and the high road in order to realize outcomes that are environmentally, economically and socially sustainable.
- Be recognized as a role model who personally demonstrates the integrity, work ethic and genuine concern for their fellow CCF staff that inspired confidence and motivates workers to do their best.
- Be an active learner who seeks best practices across public, private, non-profit and academic sectors.

QUALIFYING EDUCATION AND EXPERIENCE

Desired qualifications include at least 10 years' experience as a senior-level manager in a governmental, non-profit and/or private education-related organization with responsibility over program development, fundraising and/or management. A multi-cultural educational background that produced a Master's Degree from a recognized college or university in an education-related field is highly desired. An understanding of dynamics, diversity and challenges affecting underserved communities is highly valued. Individuals of color with a combination of private sector experience and public service are strongly encouraged to pursue this opportunity. Practitioners in non-traditional educational settings are strongly preferred and encouraged to submit qualifications for review and consideration. .

EXECUTIVE COMPENSATION AND BENEFITS

A salary commensurate with experience is accompanied by a highly competitive benefits package that includes deferred compensation plans, generous vacation and sick leave, paid holidays per year, health, dental and vision coverage for the entire family, and family and domestic partner leave.

TO BE CONSIDERED

Cover letters and resumes from interested candidates are desired by March 15, 2018. The recruitment is open until the position is filled. Interested candidates should apply immediately via email to rtorres@chavezfoundation.org. References are not required at time of submittal. Questions, nominations, and confidential inquiries should be addressed to: Richard Torres, Human Resources Director, rtorres@chavezfoundation.org, (661) 823-6255.



CCF AT A GLANCE

- YEAR FOUNDED: 1966
- TOTAL EMPLOYEES: 328
- PROGRAMS (FUNDS):
 - EDUCATION
 - ACADEMIC, COMMUNITY AND SENIOR SERVICES
 - COMMUNICATIONS
 - HOUSING & ECONOMIC DEVELOPMENT
 - DEVELOPMENT, CONSTRUCTION, PROPERTY MANAGEMENT & ASSET MANAGEMENT
 - NATIONAL CHAVEZ CENTER
 - LEGACY STEWARDSHIP, CONFERENCING, EDUCATIONAL INSTITUTE
- GEOGRAPHIC REACH: SIX STATES



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