



KidsPeace®

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Inviting Applications and Nominations for

Executive Director

Bowdon, Georgia, Campus





KidsPeace, a private nonprofit, seeks an experienced and innovative leader to serve as **Executive Director of the Bowdon Georgia campus** to lead its excellent staff by providing exceptional administrative skills to further strengthen its innovative and successful program. The appointment for this executive position will be effective July 2024.



ABOUT US

KidsPeace is a private charity dedicated to serving the behavioral and mental health needs of children, families, and communities. Founded in 1882, KidsPeace provides a unique psychiatric hospital, a comprehensive range of residential treatment programs, accredited educational services, and a variety of foster care and community-based treatment programs to help people in need overcome challenges and transform their lives.

The experts at KidsPeace provide emotional and physical health care and educational services in an atmosphere of teamwork, compassion, and creativity. Its mission is to give hope, help, and healing to children, adults, and those who love them. KidsPeace has campuses in Pennsylvania, Maine, and Georgia.

Bowdon, Georgia, Campus

The KidsPeace Campus in Bowdon, Georgia, sits on twenty-five beautiful acres near Carrollton and approximately one hour west of Atlanta. The Campus's Room, Board, and Watchful Oversight program includes both male and female clients, while a separate program is for treatment of males with sexual issues.

An award-winning, accredited school, KidsPeace meets the specialized needs of each child residing at the campus. Recreational facilities offer youth the opportunity for healing exercise and play, including a ropes course that promotes team building and self-confidence, a swimming pool, gymnasium, and classrooms.

Experts at the campus's Wellness & Behavioral Health Center provide treatment (therapeutic and medical) to residents, as well as outpatient counseling and mental health treatment programs to the community at large.

The eighty-bed Georgia facility in Bowdon offers Residential Care and Treatment Services to youth ranging from 12-17 years of age. The Bowdon campus is comprised of four residences serving 20 females and 40 males with a range of mental health, substance abuse, and behavioral issues. Additionally, the Bowdon Campus has a twenty-bed, self-contained program for males with sexual issues.

KidsPeace Bowdon also provides a residential treatment program that is certified by TRICARE, the program providing coverage for military families.



THE OPPORTUNITY

KidsPeace seeks an experienced and innovative leader to serve as Executive Director of the Bowdon, Georgia, campus.

This position reports directly to the Vice President of Programs and has overall leadership responsibility for KidsPeace Bowdon Georgia Residential Programs.

Job Duties/Essential Functions

- **Child Safety & Quality:** Assure the safety of kids and the quality of programs consistent with the mission of KidsPeace and the Model of Care.
- **Regulatory & Legal Compliance:** Assure organizational compliance with all regulatory, accrediting, licensing, legal, and other authorizing bodies.
- **Budget Targets and Service Delivery:** Meet or exceed overall budget targets while maintaining effective operations and delivering quality services and outcomes.
- **Lead Operations:** Coordinate services to leverage synergies and create efficiencies, optimize operations' ability to generate revenue via program expansion and enhancements, and through philanthropic and government sources.
- **Growth Margins:** Establish priorities and align resources to increase margins and focus growth in conjunction with organizational strategies. Oversee the process of new business development and program expansion; create and facilitate merger/acquisitions, strategic alliance, and other opportunities.
- **Performance Improvement and Goal Setting:** Lead the performance improvement process, which consistently evaluates and improves operational systems, inter and intra departmental coordination and efficiencies, corporate and client outcomes, and vital signs.
- **Support and Culture:** Build a culture that integrates the development of the organization and ensures standards consistent with KidsPeace philosophies. Work to enhance contribution to KidsPeace objectives, mission, vision, values, and model of care.
- **Government and Community Relations:** Assure success and meaningful participation in regional community relations through Boards of Associates, civic membership representation, and hosting visits from and conducting visits to federal and state officials.

- **Fundraising:** Ensure creation of regional capital, deferred giving, major gifts, and other related regional fundraising programs through donor identification, cultivation, and solicitation consistent with the KidsPeace model and culture of philanthropy.
- **Customer Relations and Marketing:** Assure excellent regional customer relations, participate in the development and implementation of a regional annual marketing plan, and contribute to the overall positive customer relations efforts of KidsPeace.
- **Strategic Advisor:** Serve as a key advisor to the Vice President for Programs on all matters of organizational operation and the projected impact of anticipated strategic actions on operations.
- All other duties as assigned by management.

Competencies

- **Leadership:** Able to initiate action, make good judgments, give direction, and motivate others.
- **Communication:** Able to give clear information— orally and in writing, listen effectively, negotiate, and get unbiased information. Able to communicate with all levels of staff in addition to internal and external customers.
- **Benchmarking:** Able to collect information on models of excellence from inside and outside the organization, apply that information to new situations, and bring about improvement.

- **Developing People:** Able to train, coach, counsel, delegate, appraise people and performance, and develop people so they can perform at a higher level or exercise a broader responsibility.
- **Interdepartmental Cooperation:** Able to form bonds with other associates outside the area of responsibility, analyze problem areas or area of potential cooperation, and work effectively on common concerns.
- **Compliance:** Understands and rigorously follows all compliance policies and procedures of KidsPeace.
- **Self-Development and Feedback:** Actively seeks constructive feedback and implements self-improvement plans that build on personal strengths and develop areas in need of improvement.
- **Mission, Vision, and Values Aligned:** Demonstrates passion for helping children and families facing crisis. Value integrity, excellence, and charity. Support organizational leadership and efforts to advance the mission.
- **Quality Improvement:** Regularly and proactively uses continuous quality improvement techniques, formal evaluations and feedback, and benchmarking to set new improvement goals and processes. Initiates effective improvement programs and serves on quality committees and teams. Demonstrates understanding of or has achieved formal training on PDCA, Six Sigma, TQM, CQI, or other form quality program.



Qualifications (Education, Training, and Experience)

- Master's degree in Human Services or appropriate related discipline as well as significant and successful leadership experience in a multi-service, human services or related organizational setting of significant size and scope
- A minimum of four years' experience in the childcare field
- Licensure as clinical professional strongly preferred
- Must be at least 21 years of age
- Valid driver's license required
- SCM Observer level required

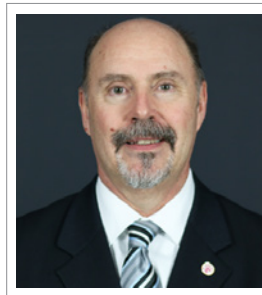
Physical Requirements and Working Conditions

These are physical and mental requirements of the position as it is typically performed. Inability to meet one or more of these physical or mental requirements will not automatically disqualify a candidate or employee from the position.

Upon request for a reasonable accommodation, the Company may be able to adjust or excuse one or more of these requirements, depending on the requirements, the essential functions to which it relates, and the proposed accommodation.

- Must be able to implement and carry out emergency management and crisis procedures and protocols.
- Must be able and willing to independently travel up to 10% of the time.
- Must have the ability to sit, stand, and/or walk for extended periods of time.
- Must have the ability to work with hands and have manual dexterity for clerical activities such as typing and filing for moderate periods of time.

- Must be able to receive and give detailed information through verbal and written communication. Must be proficient in the English language.
- Must have the ability to move in excess of 25 pounds through lifting and have the ability to push or pull in excess of 50 pounds on a limited basis, if needed.
- Works with no substantial exposure to environmental conditions but may work while subjected to environmental conditions for minimal periods of time for outdoor recreational activities.
- Must work around socially and emotionally disturbed clients.
- Must be able to work evenings, weekends, holidays, flexible hours, and overtime as required.



Ray Culp Vice President of Programs

Ray Culp has been with the company KidsPeace since 1993, starting as the District Director. In 2006, he was promoted to Executive Director, and then later as

Vice President of Programs. He is responsible for the entire national structure outside of Pennsylvania. Ray has been in his current position of Vice President of Programs since January 2018.

An experienced Executive with a demonstrated history of working in the mental health care industry, Ray is skilled in nonprofit organizations, crisis intervention, clinical supervision, interventions, business development, and healthcare.

Ray has a Master of Science in Human Resources Management/Personnel Administration from the University of Scranton.





Carroll County Community

Called the friendly city, Bowdon, in Carroll County, is located near the Georgia-Alabama state line just west of Carrollton, the home of the University of West Georgia. Bowdon is only an hour away from the bustling and exciting city of Atlanta.

The City of Bowdon enhances the prosperity and quality of life of its citizens, while preserving its rural,

small-town character. Bowdon strives to encourage diverse economic development and employment opportunities, while protecting Bowdon's historic resources and the environment.

A small town, Bowdon is known for being peaceful as well as pleasant. The town offers many amenities and attractions, including parks, historic sites, and recreational areas as well as shopping, dining, and entertainment options.

Application & Nomination Process

Confidential inquiries are welcomed, and nominations are invited.



Applications

- 1) All application packets must include the following:
 - a. A letter of interest
 - b. Current curriculum vitae or résumé
 - c. At least four references with full contact information including e-mail (References will not be contacted without consent from applicant.)
- 2) **Submit application packet** (preferably as PDFs) to **KidsPeaceED@myersmcræ.com**. Additional information will be requested upon receipt of application. This position is open until filled and may close without prior notice and is subject to funding.

Nominations

Submit nominations to **KidsPeaceED-nominate@myersmcræ.com** with complete contact and e-mail information for the individual being nominated.

Consultant

Amira Bevill, Vice President of Myers McRae Executive Search and Consulting, is assisting KidsPeace with this search. **Request a conversation regarding this search at AmiraBevill@myersmcræ.com.**

We respect our clients' privacy. The model(s) represented in this publication is (are) for illustrative purposes only and in no way represent or endorse KidsPeace.