

CANDIDATE PROFILE
FOUNDING PRESIDENT / CEO
SEATTLE, WA

Position available January 2023

This is an exciting executive position for a mission-inspired leader who is open to new opportunities and challenges. Leaders from a wide variety of professional backgrounds are encouraged to apply. The candidate's professional path does not need to be in education, but s/he has to believe that education has the power to transform lives.

ABOUT THE CRISTO REY NETWORK

Succeeding in today's world requires exposure to new opportunities, confidence to pursue them, and a network of champions to help every step of the way. By bringing schools, businesses, and communities together the Cristo Rey Network opens doors for students from diverse families of limited economic resources to fulfill their dreams. The Network's 38 high schools serving 12,230 students across the U.S. are empowering student formation through the integration of rigorous college preparatory academics, four years of professional work experience, support to and through college, and Catholic educational values.



In 2020, Cristo Rey students across the country earned nearly \$80 million towards their own private education costs through the Corporate Work Study program. Their success continues onward through college. Cristo Rey students are three times more likely to complete a bachelor's degree by age 24, compared to the total U.S. low-income population.

The entrepreneurial Network of high schools is developing in young people the character and aspiration to realize their full potential in education, career, and most importantly – in life.

To learn more about the Cristo Rey Network, visit www.cristoreynetwork.org.

CRISTO REY NETWORK'S MISSION

The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. We partner with educators, businesses, and communities to enable students to fulfill their aspirations for a lifetime of success.

THE CRISTO REY NETWORK'S MISSION EFFECTIVENESS STANDARDS

The following standards articulate the shared mission and identity of the Cristo Rey Network schools:

1. Standard One – A Cristo Rey school is explicitly Catholic in mission and enjoys Church approval.
2. Standard Two – A Cristo Rey school serves only students with limited economic resources and is open to students of various faiths and cultures.
3. Standard Three – A Cristo Rey school is family centered and plays an active role in the community.
4. Standard Four – A Cristo Rey school prepares all students to enter and graduate from college.
5. Standard Five – A Cristo Rey school requires participation by all students in the Corporate Work Study Program.
6. Standard Six – A Cristo Rey school incorporates the learning present in its work program, classroom, and extracurricular experiences.
7. Standard Seven – A Cristo Rey school has effective administrative and board structures and complies with applicable state and federal laws.
8. Standard Eight – A Cristo Rey school is financially sound.
9. Standard Nine – A Cristo Rey school supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions.
10. Standard Ten – A Cristo Rey school is an active participant in the Cristo Rey Network.



STANDARDS OF JESUIT EDUCATION

Pending the approval of the Archbishop and the approval of sponsorship by the Provincial of Jesuits West, Cristo Rey Seattle will become part of an international network of Jesuit schools, including 88 secondary and pre-secondary schools in Canada and the United States. The following standards articulate the shared mission and identity of Jesuit schools.

Domain 1 – Jesuit and Catholic Mission Identity

- Standard 1 – A Jesuit School's primary and operative self-understanding is that it is an apostolic instrument at the service of the mission of the Society of Jesus and of the Church.
- Standard 2 – A Jesuit school provides a rigorous academic program for religious education and faith formation within a total academic program that integrates faith, culture, and life.
- Standard 3 – A Jesuit School acts out of an understanding that collaboration is at the heart of mission and all members of the school community are called to serve that mission as partners.

Domain 2 – Governance and Leadership

- Standard 4 – A Jesuit school has a governing board which holds the Jesuit and Catholic mission and identity of the school in trust for the Society of Jesus by setting direction, establishing policies, and ensuring programs that build and manifest the schools Jesuit and Catholic mission and identity.
- Standard 5 – In a Jesuit school leadership is shared among several people with distinct roles who are empowered by the governing board to realize and implement the school's mission and vision.
- Standard 6 – In a Jesuit school the leadership team works in collaboration with the governing board to ensure the operational vitality of the school including human resources, finances, marketing/communications, advancement, enrollment management, facilities, and technology.

Domain 3 – Spiritual Formation

- Standard 7 – A Jesuit school provides developmentally appropriate opportunities for student faith formation including personal prayer, participation in liturgical and communal prayer, and action in service of social justice.
- Standard 8 – A Jesuit school provides opportunities for adult faith formation and action in service of social justice.

Domain 4 – Educational Excellence

- Standard 9 – A Jesuit school has a clearly articulated rigorous curriculum aligned with relevant standards and the *Profile of the Graduate at Graduation* delivered through effective instruction.
- Standard 10 – A Jesuit school is marked by a pedagogy that engages the world through a careful analysis of context in dialogue with experience, always open to evaluation through reflection for the sake of action.
- Standard 11 – A Jesuit school commits itself to ongoing school-wide assessment and data collection to appraise overall program and mission effectiveness, and to inform continuous review of curriculum and the improvement of instructional practices.
- Standard 12 – A Jesuit school provides programs and services aligned with the mission to enhance the educational program and exercise care for each individual (*cura personalis*) as a whole person (body, soul, and mind).

Domain 5 – Faith that Lives Justice

- Standard 13 – Diversity, Equity, Inclusion – A Jesuit school community understands and develops a core Ignatian worldview that presupposes the goodness in all people and recognizes the Catholic principle that every person is charged with the Divine, created in the image and likeness of God.
- Standard 14 – Service and Justice Learning – A Jesuit school develops programs through which students experience what it means to labor with and for others in solidarity, building a more just and equitable world breaking through circumstantial disparities to know the other as self.
- Standard 15 – Operational Vitality – A Jesuit school draws upon Catholic Social Teaching and official documents of the Society of Jesus to ground policies and procedures at all levels of the school's operation.

To learn more about the Jesuit education, please visit www.jesuitschoolsnetwork.org.

ABOUT THE SCHOOL AND THE WORK STUDY PROGRAM

The Cristo Rey Network has a proven framework to assess whether there is a need for a Cristo Rey school in a city, and whether the local community can support a Cristo Rey school. Cristo Rey Seattle's Feasibility Study, launched in 2021, has identified a compelling need and sufficient community support for a Cristo Rey school in Seattle.

The Archdiocese of Seattle and the Jesuits West continue to support this feasibility study. Community leaders serving on the following committees have been actively planning for the new school: mission and identity, community engagement, fundraising, site selection, jobs, and academics.

Cristo Rey Seattle is on track to welcome its inaugural freshman class in the Summer of 2024. Pending approval of the Archbishop, the Provincial of Jesuits West, and the Cristo Rey Network, it will be a coed, Catholic, Jesuit, college preparatory school that will serve students from families with limited economic resources. Students will contribute to the cost of their education and gain valuable experience through the Corporate Work Study program. Cristo Rey Seattle has already secured commitments from a number of Corporate Partners throughout the Seattle community.

To learn more about the school, visit www.cristoreyseattle.org.

ABOUT THE POSITION

The role of the founding President/CEO of Cristo Rey Seattle will be critical in establishing the culture of the school as well as its role in the greater Seattle community. In alignment with the Cristo Rey Network and the Board of Directors, the President/CEO will be responsible for hiring the initial leadership team in 2023, completing the Quarterly Benchmark formation process, and opening the school in the Summer of 2024.

The President/CEO will lead the school community in three primary areas: spiritual leadership, academic excellence, and financial strength. This is a leadership position for a servant leader, inspired by her/his faith who models Catholic values of social justice, compassion, and personal respect for the dignity of all.

The President/CEO will be hired by, and report to, Cristo Rey Seattle's Board of Directors. S/He will lead a team that includes the following direct reports: Principal, Director of Development, Director of Corporate Work Study program, Chief Financial Officer, and Director of Recruitment.

The President/CEO will inspire organizational and professional confidence from a wide variety of stakeholders. Her/His primary relationships include senior school administrators; board members; business, religious, and civic leaders; donors; the Cristo Rey Network; and the Jesuits West.

This President/CEO's role is largely external facing and forward looking. S/He will be expected to be a high profile ambassador for the school in the Seattle business, philanthropic, and faith communities. S/He will focus on community engagement, strategic planning, organizational development, fundraising, and financial sustainability. As a school that serves only students with limited economic resources, the President/CEO will lead a substantial ongoing fundraising and corporate sponsorship recruitment effort every year to secure resources.

CAREER PATH

The Cristo Rey Network has found that successful schools are typically led by leaders with broad institutional- and executive-level experience from a wide variety of fields. Experience in Catholic education is desirable, but not required. Candidates demonstrating organizational development and chief executive skills inclusive of critical thinking, innovation, and leadership team development are encouraged to apply.

PROFESSIONAL QUALIFICATIONS

- Senior leadership experience in the following:
 - terminal decision-making authority
 - working with low-income communities
 - working with communities of color
 - public speaking
 - creating, articulating, and implementing a vision
 - philanthropic fundraising
 - strategic planning
 - team building and staff development
 - recruiting and hiring
 - networking and relationship-building, both internal and external
 - nonprofit board governance
 - budget planning and fiscal management
- Experience in Jesuit education preferred.
- Bachelor's degree required. Advanced degree preferred.

PERSONAL QUALITIES

- Practicing Catholic who is comfortable articulating how social justice is a manifestation of her/his faith and has had an experience of Ignatian spirituality.
- Uncompromising integrity, strong moral compass
- Articulate and inspirational communicator
- Demonstrated passion for Catholic education
- High emotional intelligence, strong interpersonal skills
- Self-possessed, self-reflective, unflappable
- Disciplined, focused
- Authentic commitment to living a life that embraces and celebrates diversity, equity, and inclusion
- Passionate about serving students with limited economic resources

COMPENSATION

This position provides a competitive salary and benefits, including health care and retirement.

STATEMENT OF NONDISCRIMINATION

Cristo Rey Seattle does not discriminate on the basis of age, race, gender, sexual orientation, marital status, religion, or ethnic origin. This policy applies to all areas of student life as well as to all personnel/employee concerns. Employment decisions based on religious preferences may be made in accordance with applicable law. Because we believe that all people are created in God's image, we are committed to providing an inclusive and welcoming environment for all members of our school community.

APPLICATION PROCESS

Lester Consulting Group, Inc. of Sacramento, California has been hired to facilitate the search process. Inquiries and applications may be directed to:

cristoreyseattlesearch@lcginc.net

Lorcan Barnes, President - (916) 826-5703

Denise Jones, Consultant - (503) 475-3884

Applications are due November 22 or until a successful candidate is hired. Please submit, as one pdf:

- a cover letter,
- resume, and
- one-page essay responding to the prompt: ***Describe how your personal values, experience, and leadership perspective align with the Cristo Rey Network's mission.***

Interviews will take place in late November or early December. Ideally, the president will be able to begin service in January 2023.

