

**CANDIDATE PROFILE**  
**PRESIDENT/CEO**  
**DURHAM, NC**

Position available Spring/Summer 2024

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. A candidate's professional experience does not need to be in education, but he or she needs to believe in the power of education to transform lives.

**MISSION AND VISION OF CRISTO REY RESEARCH TRIANGLE HIGH SCHOOL**

Cristo Rey Research Triangle High School is a Catholic college-preparatory school and Corporate Work Study Program. The school serves young men and women in grades 9-12 with limited economic resources, leading them to actively live faith, hope, and love in high school, college and beyond. Its vision is centered on strengthening the competence, confidence, and aspiration of students from families of limited economic means and empowering them to build fulfilling lives that advance the common good. By providing students with an extraordinary college preparatory education and a unique four-year, integrated Corporate Work Study experience, we seek to transform Durham/Raleigh/Chapel Hill one student at a time.

After experiencing the tremendous impact of the Cristo Rey Network while serving in Atlanta, Bishop Luis Rafael Zarama convened a dedicated group of leaders in the Triangle to found Cristo Rey Research Triangle. His support has been unwavering and helped to create a successful launch. The school welcomed its inaugural freshman class in 2021, has grown to 210 students today, and has an expectation to grow to 400 students. To serve the students, the school employs 35 FTEs.

The school is grounded in the Catholic faith and guided by the Church's principles of social justice. With the belief that all students deserve a quality education, Cristo Rey Research Triangle strives to create a welcoming and inclusive community that values diversity and honors education.

Cristo Rey Research Triangle is a Jesuit companion high school. The school's [Jesuit](#) charism includes a commitment to academic excellence, personal growth, and service to others. As one of the 14 Cristo Rey schools among the more than 68 Jesuit high schools in the country, Cristo Rey Research Triangle proudly carries forward a tradition that spans over 450 years and includes 28 highly regarded universities across the United States.

To learn more about Cristo Rey Research Triangle High School, visit [www.cristoreyrt.org](http://www.cristoreyrt.org).



## ABOUT THE CRISTO REY NETWORK

Cristo Rey Research Triangle High School is one of 39 high schools that comprise 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 serves 12,350 students across the United States, 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. The success of Cristo Rey graduates 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](http://www.cristoreynetwork.org).

## CRISTO REY NETWORK'S MISSION

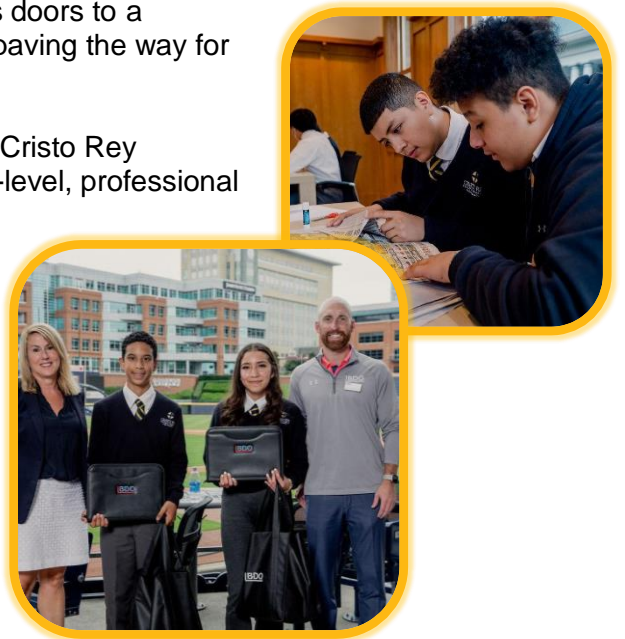
The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college.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

## THE WORK STUDY PROGRAM

The Corporate Work Study Program is an innovative and transformative initiative that operates as a separate entity, acting as a temporary employment agency within the school. The Program is more than just a means to cover education costs. It is a transformative journey that opens doors to a brighter future, breaking the cycle of limited opportunities and paving the way for our students to achieve their dreams.

Through the Corporate Work Study Program, every student at Cristo Rey Research Triangle dedicates five full days a month to an entry-level, professional job throughout their four years of high school. The success of the program lies in the strong collaboration between our students, school, and our more than 50 Corporate Partners. This unique opportunity allows our students to earn a significant portion of their education cost. At most Cristo Rey schools, the Corporate Work Study Program funds 60% of the school's annual revenue. However, in states with vouchers or educational tax credits, the Corporate Work Study Program funds 50% of the annual revenue and the need for fundraising operational dollars is smaller. In North Carolina, the NC Opportunity Scholarship will fund \$6,492 per qualifying student in the 2023-2024 school year.

The funds from the Corporate Work Study and NC Opportunity Scholarship, along with parent contributions and fundraising, create the school's annual budget of \$4.3 million. The annual budget is targeted to grow to \$7 million when the school meets full enrollment.



## THE CRISTO REY NETWORK'S MISSION EFFECTIVENESS STANDARDS

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

*Standard One* – A Cristo Rey school is explicitly Catholic in mission and enjoys Church approval.

*Standard Two* – A Cristo Rey school serves only students with limited economic resources and is open to students of various faiths and cultures.

*Standard Three* – A Cristo Rey school is family centered and plays an active role in the community.

*Standard Four* – A Cristo Rey school prepares all students to enter and graduate from college.

*Standard Five* – A Cristo Rey school requires participation by all students in the Corporate Work Study Program.

*Standard Six* – A Cristo Rey school incorporates the learning present in its work program, classroom, and extracurricular experiences.

*Standard Seven* – A Cristo Rey school has effective administrative and board structures and complies with applicable state and federal laws.

*Standard Eight* – A Cristo Rey school is financially sound.

*Standard Nine* – A Cristo Rey school supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions.

*Standard Ten* – A Cristo Rey school is an active participant in the Cristo Rey Network.

## ABOUT THE POSITION

The next President of Cristo Rey Research Triangle will follow an interim president who has led the school since January 2023 when the founding president retired. S/He will lead the school community in four primary areas: spiritual leadership, overall program excellence, financial strength, and external engagement. 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 will be hired by and report to Cristo Rey Research Triangle'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, Director of Admissions, and the Chief Financial Officer.

The President has overall responsibility for the management of Cristo Rey Research Triangle High School. S/He will lead the development, implementation, maintenance, and monitoring of an exceptional program that supports the school's missions and values, with special emphasis on the religious and spiritual orientation of the school.

The President will inspire organizational and professional confidence to a wide variety of stakeholders. Her/His primary relationships include senior school administrators; board members; business, religious, and civic leaders; donors; and the Cristo Rey Network. The President'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 Research Triangle business, philanthropic, and faith communities. S/He will focus on community engagement, strategic planning, organizational development, fundraising, and financial sustainability. The school employs a President-Principal model, whereby the President's role is strategic, outward facing, and futuristic while maintaining the mission and financial integrity of the school. This allows a Principal to focus on day-to-day operations, academic outcomes, and the students' overall experience.

## 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. Experience in business, non-profit, public service, and community relations are all credible pathways to this executive role.

## PROFESSIONAL QUALIFICATIONS DESIRED

Executive presence and leadership experience in the following:

- o communications and public speaking
- o working with low-income communities
- o working with diverse communities
- o strategic planning and leading organizational growth
- o marketing
- o philanthropic fundraising
- o team building and staff development
- o networking and relationship-building
- o nonprofit board governance
- o budget planning and fiscal management

- Bachelor's degree required. Advance degree preferred.
- Spanish speaking is a plus, but not a requirement



## PERSONAL QUALITIES

- A practicing Catholic who embraces the Church's teachings on social justice
- Uncompromising integrity, strong moral compass
- Understands the mission of Cristo Rey and is passionate about serving students with limited economic resources
- Articulate and inspirational communicator
- High emotional intelligence, strong interpersonal skills
- Skilled at building and maintaining relationships with a wide range of stakeholders
- Collaborative
- Composed under pressure

## COMPENSATION

Annual salary of \$150,000 - \$170,000 plus bonus potential. Employee benefits include medical, dental, vision, short-term disability, and life insurance. The school provides a 3% match to a 403(b)-retirement plan.

## STATEMENT OF NONDISCRIMINATION

Cristo Rey Research Triangle High School does not discriminate on the basis of race, color, national or ethnic origin in administration of its hiring or employment practices.

## APPLICATION PROCESS

A President Search Committee comprised of board members, staff, and corporate partners will be engaged in the process on behalf of the Board of Directors. Lester Consulting Group, Inc. of Sacramento, California has been hired to facilitate the search process.

Inquiries and applications may be directed to:  
Lorcan Barnes, President  
Lester Consulting Group, Inc.  
[crstoreyrtsearch@lcginc.net](mailto:crstoreyrtsearch@lcginc.net)  
(916) 826-5703

**Applications are due February 9, 2024 or until a successful candidate is identified.** Semi-finalist interviews will take place in late February with finalist interviews taking place in mid-March. Ideally, the President will be named in early to mid-April and commence duties in Spring/Summer 2024.

Please submit the following, as one single pdf:

- Cover letter
- Resume
- At least 4 professional references (References or current employers will not be contacted without permission of the candidate.)
- One-page essay responding to one (1) of the following prompts:
  - A) Describe how your personal values and professional experience align with Cristo Rey Research Triangle's Catholic educational mission.***
  - B) Describe a situation where you led a team to embrace a shared vision and take action. What did you learn about yourself in this experience?***
  - c) Describe a life experience (personal or professional) that compels you to be a champion for students with limited economic resources.***

