

Employment Opportunity

Executive Director at Operation Fresh Start

Madison, Wisconsin



Please apply on our website: <https://www.qtigroup.com/job-posting/executive-director/BH182732824>



Mission: *Operation Fresh Start empowers emerging adults on a path to self-sufficiency through education, mentoring, and employment training.*

Vision: *All emerging adults ages 16–24 are assets in our community.*

Values: *Community, Commitment, Empowerment, Equity, Work*

ABOUT THE ORGANIZATION

Since its founding in 1970, **Operation Fresh Start** (OFS) has created opportunities for more than 9,000 young adults who face barriers to education and employment find a way forward to life-sustaining careers. OFS places a high value on equity, diversity, and inclusion as part of its mission to provide emerging adults with a pathway to self-sufficiency through mentoring, education, and employment training via programming leading to a high school diploma, driver's license, career exploration and engagement, and career-specific training in construction, conservation, and healthcare.

While learning how to maneuver their personal lives, program participants also build affordable housing and provide land management and improvement in Dane County and City of Madison parks and greenspaces; taken together, this training oftentimes leads to high-paying careers for OFS graduates.

With a staff of 40 employees and an operating budget of \$4+ million, Operation Fresh Start is a multi-faceted growing organization that offers its employees an opportunity to combine their own skills with social impact and contribute to the mission of OFS. Employees receive competitive wages and excellent benefits including health, dental, and vision insurance, and retirement plan matching in a culture of respect and shared purpose and mission.

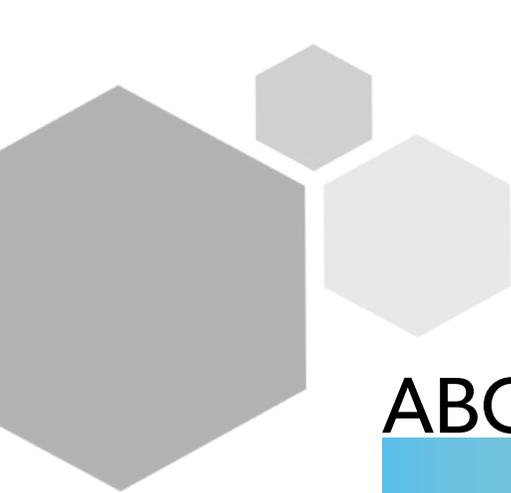
We hope you will consider applying for the posted ED position; it's an excellent opportunity to work with a collaborative, committed, and progressive team that is passionate about helping young adults achieve long-term life goals of sustainable employment and/or higher education.

OFS is considered a national leader in services to out-of-school youth, having been recognized by the Department of Labor, YouthBuild USA, Jobs for the Future, and The Corps Network.

Visit Operation Fresh Start's website to learn more about the organization: <https://www.operationfreshstart.org/>

Click the photo (right) to learn how OFS celebrates 50+ years of empowering emerging adults.





ABOUT THE OPPORTUNITY

Operation Fresh Start is seeking a dynamic leader who embodies and empowers our mission and vision to lead the organization and provide educational and employment opportunities through mentoring, education, and employment training to young adults ages 16-24 in Dane County who face a variety of challenges and barriers. Join this collaborative, devoted, and progressive team committed to the organization's values and collective goal of helping each of its graduates obtain sustainable employment and/or pursue higher education.

Mission and Culture Driver

- Inspirational and dynamic leader who is relationship-focused and committed to empowering and supporting the existing strong organizational culture.
- Understand individual teammate motivators & talents, and provide meaningful recognition, coaching, mentoring, change management, and development opportunities for staff.
- Commitment to learning, understanding, and stewarding OFS, its history, its programs, and its staff to effectively guide decision-making and best practices.

Advocacy and Equity Leader

- Serve as a leader in working with at-risk and marginalized youth and emerging adults.
- Champion engagement, educational, and workforce best practices as related to skill and career development.
- Demonstrate a high level of commitment and action in leading diversity and inclusion through an equity lens.
- Advocate on behalf of OFS to identify and respond to the needs of those we serve within the community.

Community Ambassador and Resource Development

- Serve as a liaison between OFS and partnering community organizations such as civic leaders, workforce development, educational institutions, businesses, and national, state and local funding partners.
- Oversee the public image and brand of OFS as a national leader in services to disconnected and out-of-school youth.
- Partner with the Development Director and Development Committee to drive fundraising efforts, including donor cultivation, individual requests for donations, and donor recognition.
- Maintain knowledge of trends related to public and private funding opportunities that align with the mission and strategic vision for OFS.



ABOUT THE OPPORTUNITY

Nonprofit Financial and Operational Management

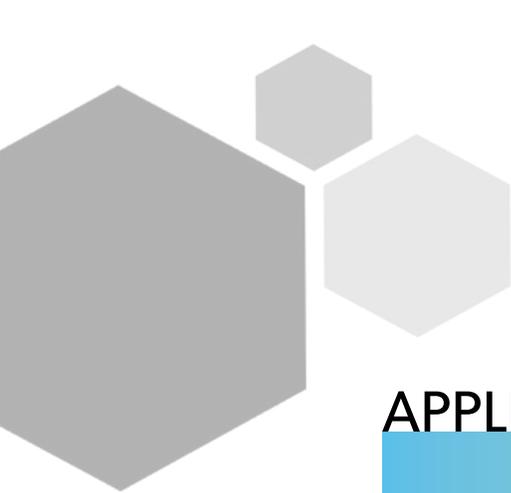
- Partner closely with the Finance and Operations Manager and the Board Finance Committee to ensure continuous fiscal soundness and long-term financial viability.
- Maintain awareness and exercise sound judgment to ensure financial controls are in place to track and manage grant allocation and funding sources.
- Assure high quality, sustainable programs, services, and staff and make use of community resources and partnerships to meet the participants' needs.
- Lead the effective functioning and decision-making of the Senior Leadership Team and serve as an active collaborator with the Board, Board Committees, and the OFS team.

Strategic Leadership

- Innovative leader with the ability to increase opportunities for youth through program assessment, growth, and diversification.
- Ensure the organizational structure aligns with and enables efficient execution of OFS's mission.
- A servant leader who inspires staff with passion, transparency, and knowledge of how strategic objectives impact OFS's mission and the broader Dane County community.
- Attract and hire staff and help recruit Board members and other community volunteers to support a diverse, equitable, and inclusive organization.
- Manage and lead a staff of 40, including 3 direct reports on the Executive Leadership Team.

Qualifications and Abilities

- 5+ years of nonprofit management experience, including strategy development.
- Excellent communication skills with the ability to present to large and small groups, including staff, community partners, and donor groups.
- Motivated to act with empathy, compassion, integrity, transparency, professionalism, and confidentiality.
- Excellent organizational skills, including planning, delegating, program development, and task facilitation.
- Desired education, BA/BS or MS or equivalent.



APPLICATION & SELECTION PROCESS

Operation Fresh Start has exclusively retained The QTI Group to conduct the search for their new **Executive Director**. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, Wisconsin.

Target Start: March 2024. This provides an opportunity for onboarding and a smooth transition in partnership with the retiring Executive Director.

Candidates will be required to include a resume and cover letter as part of the application process. Inquiries may be submitted to The QTI Group at the emails or phone numbers listed below.

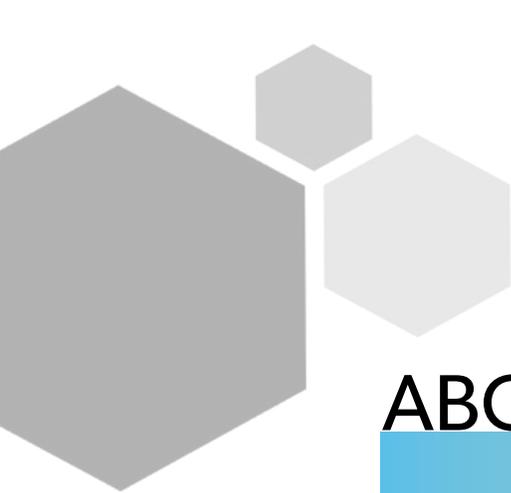
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Operation Fresh Start (OFS) values equity, diversity, and inclusion as part of its mission to empower emerging adults on a path to self-sufficiency through education, mentoring, and employment training. OFS is an equal opportunity employer and is committed to building and maintaining a culturally diverse workplace that is free of discrimination and harassment of any kind. We encourage women, minorities, individuals with disabilities and veterans to apply. All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sex, sexual orientation, gender identity, age, veteran status, or any other status protected by the laws or regulations in the locations where we operate.



ABOUT MADISON, WISCONSIN



The position is located in **Madison, Wisconsin**. Madison anchors a thriving economic region of over 536,000 residents, which includes the state capital, a world-class research university the University of Wisconsin - Madison, and growing technology and research industries. Madison earned the number one spot on [Livability's "Best Place to Live in America"](#) for both 2021 and 2022.

Madison is a rare combination of thriving businesses, progressive government, rich culture and advanced education - all in a setting of rare natural beauty. Surrounded by five lakes, laced with bike trails, and enlivened with numerous parks and green spaces, the area offers countless opportunities to enjoy a balanced lifestyle in a dynamic Midwestern city.

For more information on life in the Madison area, please visit: <https://www.visitmadison.com/media/fun-facts/>