



Chief Executive Officer (CEO) – Kennett Area Community Service (KACS)

Location: Kennett Square, PA

Reports To: Board of Directors

FLSA Status: Exempt

Salary Range: \$100,000 - \$110,000

Mission

Strengthening Our Community in Southern Chester County Through Food, Housing, Crisis Services, and Education.

Position Overview

The Chief Executive Officer (CEO) of Kennett Area Community Service (KACS) is the organization's top executive, charged with leading KACS into its next era of growth and impact. This role focuses on high-level strategy, execution of programs, capital campaign leadership, development of KACS's new facility, and the cultivation of robust community and governmental partnerships. The CEO is the public face of the organization and plays a critical role in fundraising, advocacy, and organizational positioning. The CEO's responsibilities also include oversight of financial operations and staff.

Key Responsibilities

Strategic Leadership & Vision

- Develop and lead the implementation of a three-year strategic plan focused on sustainability, growth, and increased community impact.
- Spearhead the capital campaign and development of KACS's new facility, including planning, design, community engagement, and funding. ~\$8MM
- Ensure strategic initiatives align with KACS's mission to combat poverty, hunger, and homelessness in Southern Chester County.
- Guide human resources strategy including performance evaluation and professional development.

Fundraising & Capital Campaign

- Lead the development and execution of a comprehensive fundraising strategy to support both operational and capital needs.
- Cultivate and steward relationships with major donors, foundations, government agencies, and corporate partners.

- Lead grant-seeking strategy and collaborate with program staff on grant data and impact reporting.

Community & Government Relations

- Build and maintain strong relationships with local, state, and federal officials and advocate for public support of KACS's mission.
- Represent KACS in community forums, partner coalitions, media, and other public platforms to enhance visibility and reputation.
- Give speeches demonstrating KACS' value proposition and seeking donor support to community stakeholders.

Program Oversight and Support

- Ensure all KACS programs are aligned to our purposes and strategic initiatives. This includes Social Services, Affordable Housing, the Food Cupboard, and Community Education workshops.
- Hire and provide direction for the KACS leadership team across all the programs. Mentor and manage department heads, fostering a culture of accountability and continuous improvement.
- Support and empower all KACS staff to fulfill their roles with the necessary tools, guidance and collaboration. Provide staff development to encourage personal and professional development.
- Understand and collaborate with the CFO on KACS financial statements, tax forms, government reporting, and grant reporting.
- Responsible for producing an annual report.
- Monitor and evaluate all programs for effectiveness and impact.

Board Engagement & Governance

- Serve as the primary liaison to the Board of Directors, reporting on strategic progress, campaign milestones, and community partnerships. Provide monthly board reports on all programs.
- Prepare and present key data and organizational updates related to long-term planning and external engagement.

External Leadership & Representation

- Act as the organization's chief spokesperson, advancing the mission and strategic vision through public speaking and media engagement.
- Position KACS as a thought leader in the fields of poverty reduction, food access, housing stability, and community resilience.

Preferred Qualifications

Education:

- Bachelor's degree required, Master's degree in Nonprofit Management, Public Administration, or related field preferred.

Experience:

- Minimum 7 years of executive leadership experience.
- Demonstrated success in strategic planning, fundraising, capital campaigns, and community engagement.
- Bi-lingual in Spanish/English preferred.

Skills & Attributes:

- Visionary leadership and the ability to inspire others around a compelling mission.
- Superior relationship-building and communication skills.
- Strong financial literacy and comfort with multi-million-dollar budgets and capital campaign management.

Working Conditions

- Full-time, in-person position in Kennett Square, PA.
- Evening and weekend work required as needed for events, donor meetings, or community representation.
- Must possess a valid driver's license and reliable transportation.
- Ability to occasionally lift up to 50 lbs. and perform physical tasks related to event or site visits.

Application Process

Interested candidates should submit a resume and cover letter to Careers@KACSImpact.org. Applications will be reviewed on a rolling basis until the position is filled.