POSITION PROFILE

President
Cristo Rey Dallas College Prep
Dallas, TX
ABOUT THE CRISTO REY NETWORK

History of the Cristo Rey Network

When Cristo Rey Jesuit High School opened under the leadership of John P. Foley, S.J. in 1996, it introduced a highly innovative integration of academic and professional experience to Catholic secondary education in the United States. The model had immediate appeal, first to Catholic educators across the country and soon after to prominent philanthropists committed to educational reform.

Through the talent and commitment of local communities and generous and enthusiastic support from philanthropic investors, the Cristo Rey Network has grown over the last 25 years from a single school in south Chicago to a national network of 38 schools. During a period when traditional Catholic schools were shutting their doors at an alarming rate, the Cristo Rey Network has grown into the largest network of high schools in the country that exclusively serves low-income students.

Today, the Cristo Rey Network is the only network of high schools in the country that integrates four years of rigorous college preparatory academics with four years of professional work experience through the Corporate Work Study Program. The Cristo Rey Network serves 12,000 students across 25 states and collectively claims more than 23,000 graduates. The Cristo Rey Network delivers a powerful and innovative approach to inner-city education that equips students from families of limited economic means with the knowledge, character, and skills to transform their lives by persisting in college, flourishing in life, and breaking the generational cycle of poverty.

Cristo Rey Network Mission Statement

The Cristo Rey Network® empowers thousands of students from underserved, low-income communities to develop their minds and hearts to become lifelong contributors to society. By providing students an extraordinary college preparatory education and a unique four-year, integrated corporate work study experience.
As a member of the Cristo Rey Network, a Cristo Rey school:

- Is explicitly Catholic in mission and enjoys Church approval.
- Serves only students with limited economic resources and is open to students of various faiths and cultures.
- Is family centered and plays an active role in the local community.
- Prepares all students to enter and graduate from college.
- Requires participation by all students in the Corporate Work Study Program.
- Integrates the learning present in its work program, classroom and extracurricular experiences for the fullest benefit of its students.
- Has effective administrative and board structures and complies with all applicable state and federal laws.
- Is financially sound.
- Supports its graduates’ efforts to obtain a college degree and enter post-college life as productive, faith-filled individuals.
- Is an active participant in the Cristo Rey Network.

LEARN MORE:
www.cristoreynetwork.org

ABOUT THE CRISTO REY NETWORK

President, Cristo Rey Dallas College Prep
Cristo Rey Dallas College Prep (Cristo Rey Dallas) is a private, independent Catholic high school accredited by Texas Private Schools Association and Texas Education Agency, located in the Pleasant Grove area of Southeast Dallas.

The Cristo Rey Network's formula for success is a proven, revolutionary model of college preparatory high school curriculum accessible to those of limited financial resources. Cristo Rey Dallas is the 30th of more than 35 schools within this prestigious nationwide system.

Cristo Rey Dallas opened in August 2015 adjacent to Saint Augustine Catholic Church. Today, the school enrolls approximately 500 students in grades 9-12 as well as nearly 100 faculty and staff to support the school's curriculum.

Cristo Rey Dallas is a Catholic, college preparatory school for students of all faiths who cannot otherwise afford a private education. Cristo Rey Dallas nurtures and challenges young men and women to recognize and realize their full potential as they grow to love God, respect others, and serve their community. Each student participates in the Corporate Work Study Program (CWSP) which offers a weekly work study experience for all four years.

For more information on Cristo Rey Dallas, please visit their website.
Cristo Rey Dallas seeks a President to achieve its mission as a member of the national Cristo Rey Network, and its distinctive mission in Dallas, TX to prepare local students for successful college completion. Cristo Rey Dallas College Prep is an endorsed ministry of the School Sisters of Notre Dame.

Reporting to the Cristo Rey Dallas Board of Directors, the President will lead the school in development, implementation, maintenance, and monitoring of an exceptional program that supports and promotes the school’s mission and values with particular emphasis on the religious and spiritual orientation of the school, especially as it relates to living out the charism of the School Sisters of Notre Dame.

The Board seeks a leader with a demonstrated commitment and passion for serving children from marginalized communities and helping them establish pathways to opportunity enabled by strong education and work. The President has overall responsibility for the management of Cristo Rey Dallas, including developing a long-term strategic plan in collaboration with the Board of Directors and senior leadership, overseeing staff and budget operations, and engaging in development activities. The President will be the school’s visionary leader and principal institutional spokesperson to all the school’s constituents. The President will articulate the school’s aspirations for its students and for the school’s place in the community, to raise awareness of the school, build upon existing relationships and partnerships, and expand funding opportunities.
KEY RESPONSIBILITIES

The President leads and directs the school’s administrative team to accomplish stated goals to achieve the mission.

The President’s primary responsibilities include:

- Lead the strategic planning process to identify the next phase of growth and impact for the school. Develop and implement a long-term strategic plan in partnership with the Board of Directors and senior leadership, including envisioning facilities, staffing, and programming, as well as attaching a high-level financial plan to such efforts.
- Represent the school internally and externally, communicating the mission and programs of Cristo Rey Dallas to the school’s various publics, including representing the school at civic, religious, and other public functions.
- Deeply engage with external constituents to enhance already existing partnerships, build new relationships, and funding for the school.
- Promote Cristo Rey Dallas’ particular role and profile in the larger community so that the school is seen as a significant part of the mosaic of school choices in Dallas.
- Provide spiritual leadership to permeate students, faculty, and staff with the fundamental Catholic values and beliefs of Cristo Rey Dallas’ mission.
- Communicate the mission and goals of Cristo Rey Dallas clearly and enthusiastically.
- Collaborate with the Executive Committee and the Board of Directors; communicate clearly and timely on matters impacting the school; serve as a member of all standing committees and participate in their meetings; and provide assistance in setting various agendas.
- Collaborate with the Board Chair and other members of Board leadership to ensure that the Board of Directors is properly supported by the school administration and is comprised of members who can help the school achieve its mission.
- Ensure the academic program and academic support are consonant with the Cristo Rey Network standards that prepare students for college completion and successful professional life.
- Ensure that the school maintains its accreditation status by complying with its current accrediting agency’s standards.
- Pursuant to the Board-approved budget, provides final approval for financial affairs, including the management and use of scholarship and endowment funds, tuition and fee schedules, debt service and bank negotiations. Pursuant to the school bylaws and directives of the Board of Directors, approves expenditures beyond those already provided for in the approved budget.
- Ensure appropriate accounting systems and internal controls are in place and maintained; provide regular financial reports to the Directors of all funds and assets of the Corporation and all income and expenditures pertaining to its operations.
- Pursuant to the annual operating budget approved by the school’s Board of Directors, determine the school’s organizational structure and gives final approval of the faculty/ staff salary scales, stipends, and benefit packages.
- Provide support and leadership in the ongoing efforts to secure and retain corporate job sponsors, which is vital to the financial success of the school’s mission.
- Serve as the school’s liaison and follows the 10 Cristo Rey Network Mission Effectiveness Standards and Mission Statement.
- Serve as the school’s chief fundraiser. Approve all fundraising and advancement projects and events, including annual and special fundraising campaigns, all public relations and marketing.
KEY RESPONSIBILITIES

- Engage in regular and frequent community activity that not only advances the Cristo Rey mission but that also situates the President to solicit support at 5-, 6-, and 7-figure levels.

- Oversee and ensure Human Resources efforts and processes are effective, with a focus on hiring and retention as well as professional growth and development.

- Delegate responsibility and authority appropriately to others and holds them accountable for achieving results.

- Ensure that the school provides a safe environment, that campus-wide facilities and grounds are well-maintained, and that its technology is continually upgraded to be state-of-the-art.
The President of Cristo Rey Dallas will possess the following attributes and competencies:

- Commitment to education reform – particularly for traditionally underserved students – and have passion for the distinct mission, values, academic standards, and Catholic identity of the Cristo Rey Network such that s/he can inspire people to support this unique education model.

- A faithful and practicing Catholic with awareness of and commitment to the Catholic traditions of education service and social justice, the credibility to lead and represent a Catholic organization with integrity, and facility for working well with diverse Catholic church leaders, lay and clerical.

- Significant visionary leadership and managerial experience in a complex, innovative organization, with demonstrated success in addressing immediate organizational needs while driving toward longer-term goals with buy-in from all constituents.

- Expertise in developing and successfully executing both short- and long-term strategic plans in collaboration with senior leadership teams.

- Consistent track record of organizational achievement, operational and financial results.

- Proven success collaborating with a Board of Directors to optimize their engagement in the mission.

- Exceptional communication and interpersonal skills including proven ability to engage and inspire a wide range of stakeholders, build creative and mutually beneficial relationships within the philanthropic, corporate, public, and nonprofit sectors.

- Proven fundraising and/or revenue generating success, preferably in the non-profit sector and with foundations.

- Demonstrated ability to achieve projected outcomes across a spectrum of goals—financial, fundraising, academic, institutional stability.

- Track record of leading, motivating, and developing high-performing teams and building culturally healthy organizations.

- Ability to inspire organizational and professional confidence, passion, and persistence in an ambitious, fast-paced, and results-oriented period of growth, all while maintaining a positive work environment.

- Preferably, previous experience in the education sector and/or the sensibilities and perspective necessary to validate his/her leadership in a school.

- Critical thinking and problem-solving skills, including evidence of enhancing an organization’s financial strength and sustainability.

- Urban experience with people of limited income.

- Unquestionable integrity.

- A Bachelor’s degree and, preferably, a graduate degree.

- Ideally, fluent in Spanish.
Cristo Rey Dallas offers a competitive salary, commensurate with qualifications and experience. The benefits package includes comprehensive medical, dental, and vision insurance coverage. Vacation and holiday pay, retirement plan options, and opportunities for professional development are also offered. The annual base salary range for this role will be commensurate with qualifications and experience.
Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Amy Shea and Jason Mannino are leading this search. To express interest in this role please submit your materials here or email Amy and Jason directly at cristoreydallas@koyapartners.com.

All inquiries and discussions will be considered strictly confidential.

Commitment to Nondiscrimination

*Cristo Rey Dallas is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.*

---

**About Diversified Search Group and Koya Partners**

Diversified Search Group is a new model in the executive recruiting industry with a combination of specialty firms: Koya Partners, BioQuest, Diversified Search, Grant Cooper, and Storbeck Search. Together, our firms harness our collective resources and expertise to collaborate across sectors, leveraging deep and broad industry knowledge with unparalleled access to highly diverse and expansive candidate networks. In 2021, Diversified Search Group was ranked in the top 10 executive search firms by Forbes for the fourth consecutive year.

Koya Partners, a part of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information about Diversified Search Group and Koya Partners, visit diversifiedsearch.com and www.koyapartners.com.