

The Brisben Center Chief Executive Officer (CEO)

Status: Salaried, full time, exempt

Reports to: Board of Directors

Salary: \$110,000-120,000 annual

Benefits: Paid Time Off; Healthcare Coverage Options

Organization Type: Homeless Shelter / Housing-Focused Nonprofit

Location: Fredericksburg, Virginia

Opportunity Overview

The Board of Directors seeks an accomplished, mission-driven Chief Executive Officer (CEO) to lead a well-established nonprofit organization serving individuals and families experiencing homelessness. The CEO will provide strategic, operational, and external leadership to advance mission impact, ensure financial sustainability, and strengthen the organization's visibility across government, nonprofit, faith, and business communities.

This role requires a visible, relationship-oriented executive with a proven record of fundraising success, community leadership, organizational management, and accountability for measurable outcomes. The CEO will guide an organization that provides more than shelter—one that delivers data-informed, dignity-centered services that support pathways to stable housing, increased income, and long-term self-sufficiency.

Key Responsibilities

Strategic Leadership & Board Partnership

- **Advance strategic vision** by partnering with the Board of Directors to set long-term goals and organizational priorities.
- **Translate strategy into action** through clear operational plans with measurable outcomes.
- **Provide transparent reporting** on performance, risks, opportunities, and progress toward goals.
- **Strengthen governance** by ensuring alignment between mission, strategy, and operations.

Fundraising & External Relations

- **Serve as chief fundraiser**, leading comprehensive development efforts including major gifts, grants, corporate partnerships, faith-based giving, and individual donors.
- **Cultivate and steward relationships** with foundations, donors, business leaders, and community partners.

- **Act as primary ambassador** and spokesperson, representing the organization with clarity, credibility, and mission-centered messaging.
- **Engage the Board in philanthropy** to strengthen donor confidence and expand fundraising capacity.

Government & Community Engagement

- **Represent the organization** with local and regional governments, public agencies, and civic leaders.
- **Advocate for policies and resources** that support solutions to homelessness and housing instability.
- **Build collaborative partnerships** with nonprofits, faith-based organizations, and service providers to strengthen coordinated community impact.

Organizational & Financial Leadership

- **Provide executive leadership** that fosters a mission-centered, results-driven, and accountable culture.
- **Lead and support staff** through strong supervision, professional development, and organizational continuity.
- **Oversee budgeting and financial planning** to ensure long-term sustainability and responsible stewardship of resources.
- **Ensure operational excellence** through effective systems, regulatory compliance, safety, and risk management.

Program Oversight & Impact

- **Ensure program effectiveness** through data-informed, outcomes-driven services aligned with best practices in homelessness and housing.
- **Promote continuous improvement**, innovation, and accountability for outcomes such as housing stability, income growth, and reduced returns to homelessness.
- **Champion dignity-centered services** that support long-term success for individuals and families.

Required Qualifications

- **Bachelor's degree** from an accredited institution.
- **Minimum 8–10 years of senior leadership experience** (or 5+ years for smaller organizations), preferably in nonprofit, human services, housing, or community-based organizations.
- **Demonstrated fundraising success**, including major gifts, grants, and donor relationship development.
- **Proven external leadership** as the public face of an organization, with experience engaging governments, nonprofits, faith communities, and business leaders.

- **Strong strategic, financial, and operational leadership skills** with a track record of managing people, budgets, and organizational performance.
- **Exceptional interpersonal and communication skills** with the ability to build trust across diverse stakeholders.

Preferred Attributes

- **Experience leading a nonprofit organization** with multiple funding streams, staff teams, and regulatory requirements.
- **Deep commitment to mission-driven work** and service to vulnerable populations.
- **Collaborative, emotionally intelligent leadership style** with the ability to lead through complexity and change.
- **High credibility with community partners**, funders, and decision-makers.
- **Ability to navigate complex environments** while maintaining mission integrity and accountability.

How to Apply:

Submit cover letter and resume to: Nisenson Consulting at amy.nisenson@gmail.com. Submission must be NO LATER then FRIDAY, FEBRUARY 13, 2023 by COB. NO PHONE CALLS PLEASE!