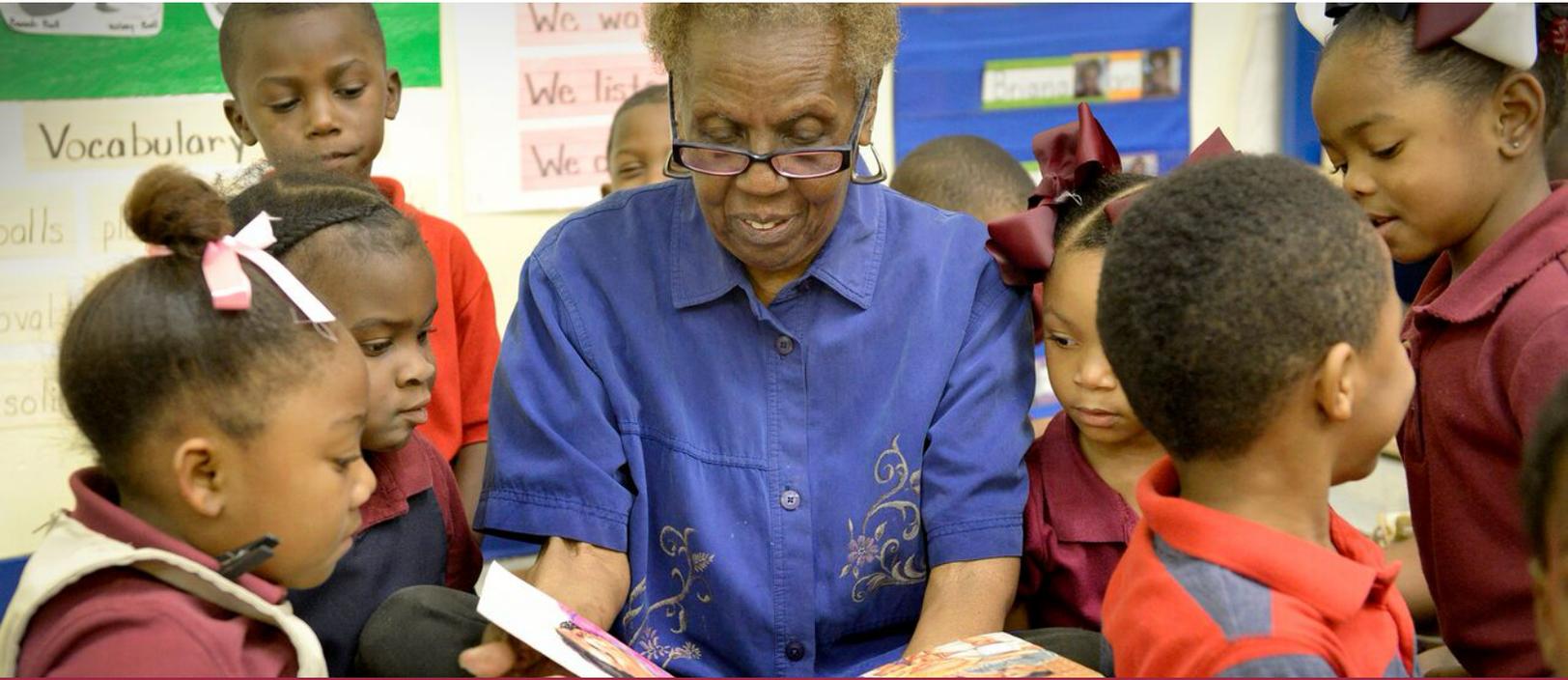




Catholic Charities
Archdiocese of New Orleans



CHIEF OPERATING OFFICER

March 1, 2025

CATHOLIC RECRUITER ASSOCIATES

EXECUTIVE SEARCH • MANAGEMENT CONSULTING



BACKGROUND

Catholic Charities Archdiocese of New Orleans (CCANO) Catholic Charities is a \$40 million non-profit organization dedicated to serving individuals and families in need. We provide a variety of programs and services that embody our mission of compassion, support, and empowerment. Our commitment to social justice, community development, and spiritual enrichment drives our efforts to create lasting positive change.

Position Summary:

The Chief Operating Officer (COO) will be a key member of the executive leadership team, responsible for driving the strategic direction and programmatic initiatives of Catholic Charities. The COO will oversee the development, implementation, and evaluation of programs that align with our mission and strategic goals, ensuring that we effectively address the needs of our community.

A key role will be to assess program design and lead an organizational design process to more effectively integrate services based on client needs. This includes transforming effective but siloed services into unified services and delivering systems that integrate service quality, funding streams, reimbursement, compliance, analysis and client self-service capabilities, to ensure financial stability.

Working in collaboration with leadership, the COO will ensure that there are linkages between programs, that best practices are employed, and professional development is provided to bolster necessary skills. The role places an importance on developing relationships and engaging the hearts and minds of staff to support and manage change.

Key Responsibilities:

Strategic Leadership

- Collaborate with the President & CEO and the Board of Directors to develop and execute the organization's strategic plan.
- Identify emerging trends and opportunities within the community and adjust strategies accordingly.
- Attend Board and Executive Committee meetings.

Program Development and Management

- Oversee the design, implementation, and evaluation of programs to ensure they meet community needs and align with organizational goals.
- Foster innovation in service delivery and identify best practices to enhance program effectiveness.

Partnership and Community Engagement

- Build and sustain relationships with community stakeholders, government agencies, and other organizations to enhance program collaboration and resource sharing.
- Act as a representative of Catholic Charities at community events and meetings to promote the organization's mission and programs.

Team Leadership and Development

- Lead, mentor, and support program managers and staff to foster a high-performance culture focused on continuous improvement.
- Implement training and professional development opportunities for staff to enhance skills and program delivery.

Financial Management

- Collaborate with the Chief Financial Officer and finance team to develop budgets for programs, ensuring fiscal responsibility and sustainability.
- Monitor program expenditures and outcomes to ensure alignment with funding requirements and organizational goals.

Reporting and Evaluation

- Establish metrics and evaluation processes to assess program impact and effectiveness.
- Prepare and present reports to the President & CEO and Board of Directors on program outcomes and strategic initiatives.

Qualifications:

- Master's degree in social work, public administration, nonprofit management, or a related field.
- Minimum of 10 years of experience in nonprofit program management, with at least 5 years in a leadership role.
- Proven track record of developing and implementing successful programs and strategies.
- Ability to build and sustain relationships with internal and external stakeholders.
- Strong understanding of the Catholic social teaching and commitment to the mission of Catholic Charities.
- Excellent communication, interpersonal, and public speaking skills.
- Ability to work collaboratively in a diverse environment and build consensus among stakeholders.
- Experience with budget management is preferred.
- Experience with team building. One who understands the subtleties of motivating and directing a team with different work styles.

Salary: \$130,000-150,000 depending on qualifications and experience. Comprehensive benefit program. Details available from Human Resources.

Application Deadline: June 30, 2025

(We reserve the right to shorten the deadline for applications if we have sufficient interest. Please apply early to ensure your background will be considered.)

For consideration, please email resume to:

Brent Morton
Senior Vice President
Catholic Recruiter Associates
Brent@CatholicRecruiter.com

Note: Only those selected for an interview with the search committee will be contacted.

Search managed by:

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