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## GETTING OUT AND STAYING OUT (GOSO)

CHIEF EXECUTIVE OFFICER

<http://www.gosonyc.org/>

### **The Organization:**

Getting Out and Staying Out (GOSO) is one of New York City's most effective programs that prevents recidivism among young men involved in the criminal justice system by creating paths to educational achievement, meaningful employment and financial independence. Focusing on each individual's strengths, developmental needs and emotional well-being, our aim is to promote personal, professional and intellectual growth through goal-oriented programming and comprehensive social support services. Fewer than 15 percent of GOSO participants return to jail, as compared to a national average of 67% for this age group.

GOSO was founded in 2004 by retired business executive Mark Goldsmith following his experience volunteering as Principal for the Day at the Horizon Academy at Rikers Island. His mentorship was so well received that he was invited to meet with the students on a regular basis, and the idea for GOSO emerged. The idea was simple but innovative: build trusting relationships with young men early in their detention, work with them on a plan for personal and professional development, then coach and offer practical direction beyond incarceration to help them realize their goals. GOSO's clinically trained social workers and staff take a holistic approach to reentry, job readiness and personal emotional development. In short, we provide the tools to help our clients Get Out and Stay Out.

GOSO also operates Stand Against Violence East Harlem (SAVE), which is part of the nationwide Cure Violence initiative. SAVE's mission is to treat violence in our East Harlem community like a health epidemic, and to prevent the spread of violence by stopping it at its source. Our SAVE staff is comprised of credible messengers and violence interrupters who proactively engage the community to prevent violence and gang involvement through outreach, community events, and mentoring.

Visit [www.gosonyc.org](http://www.gosonyc.org) to learn more about GOSO's history, mission and programming.

### **The Opportunity:**

GOSO/SAVE has an excellent track record of providing high quality, integrated, and holistic services to young adults with a history of criminal justice system involvement, which is supported by a deep commitment and shared passion for this mission from the Board of Directors, senior leadership team, staff, donors, business and community partners, volunteers and participants.



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The criminal justice landscape is changing at both the local and national level. There is increasing bi-partisan support for meaningful reforms and heightened visibility and momentum for rehabilitation, reentry, and reintegration services for individuals who have been involved in the criminal justice system. The planned closure of Rikers Island in favor of neighborhood-based jails, new policies pertaining to individuals detained in adolescent detention facilities, and the evolution of programs like ATD and ATI provide opportunities for a strategic leader to build on GOSO's strong foundation to grow in a way that is best suited to the young men we serve and ensure that organizational systems and culture evolve during a time of significant change.

### **The Role:**

***Title:*** Chief Executive Officer

***Reports to:*** GOSO/SAVE Board of Directors

***Location:*** New York City

### ***Overview:***

The Chief Executive Officer (CEO) will be responsible for implementing GOSO's mission through leadership of the organization's programs and services and exercising financial oversight. The CEO will work to ensure that GOSO continues to have the necessary resources to fulfill its crucial mission.

The CEO must be a strategic thinker with the ability to build upon a successful foundation and work closely with the Board of Directors, Founder Mark Goldsmith and senior leadership team to refine GOSO's vision. A major focus will be to assess scalability models to maximize impact and expand funding opportunities while championing the goals of our clients.

The CEO is the public face of GOSO and will actively serve as an ambassador for the organization both locally and nationally, increasing its level of visibility and financial support, and bolstering its impact on the individuals, families and communities served now, and in the future.

### **Key Responsibilities:**

#### ***Leadership & Strategic Vision:***

- Lead GOSO through a strategic transition from a successful founder-led era into a new chapter as a scalable, mission-driven organization with a replicable programmatic model positioned for sustainable growth.
- Oversee a strategic planning process in coordination with Board of Directors and senior leadership.
- Drive the vision and strategy for growth, engaging both internal and external stakeholders to achieve GOSO's mission and next level of impact.

- Develop new programs and services and explore broadening the current demographic of constituents served; oversee the development of a strong alumni program, promoting deeper involvement of participants in GOSO's program delivery.
- Oversee and execute a physical and financial plan for the relocation of the current GOSO facilities into consolidated and larger quarters to accommodate expanding staff and client base.
- Drive GOSO's strategic marketing/communications programs and activities and continue to partner closely with the organization's PR firm.
- Serve as chief advocate and spokesperson, representing GOSO in the local and national media; leverage public speaking opportunities and attend conferences.

***Management:***

- Provide inspirational leadership and management of staff, across multiple sites and functions; build and nurture an organizational culture that is grounded in a shared vision, vibrant teamwork and accountability, strengthened by ongoing professional development and career advancement opportunities for all staff.
- Inspire, energize, coach, and develop a diverse team with multiple perspectives and talents; motivate and collaborate, actively seeking input from all staff.
- Plan and execute the allocation of available resources in order to most effectively achieve the mission and strategy of the organization.
- Ensure that employment policies, protocols and practices continue to assure a workplace free of discrimination and exemplify GOSO's commitment to diversity, equity and inclusion.

***Fundraising:***

- Lead diversified funding development efforts in partnership with the Board, Chief Development Officer and development team, focusing on individuals, corporations, foundations, fundraising events, and city and state governmental funders to ensure adequate funding for the effective operation and future growth of GOSO.
- Lead internal organizational development efforts that enhance the immediate and long-term financial viability of the organization to move GOSO into the next stage of development.
- Develop professional relationships across a spectrum of constituencies (strategic partnerships, corporate employers, educational institutions, policy makers, diverse funders) that can support and enhance the organization's reputation, impact, and sustainability.
- Engage the Board of Directors and provide resources and support that enable all members to serve as brand ambassadors for the organization.

***Financial & Operational Sustainability:***

- In collaboration with the finance and development teams, oversee and manage financial operations including preparation of a comprehensive budget and operating plan that is communicated to all staff and to the Board.
- Conduct oversight of all operational functions to enhance efficiency, impact and collaboration; ensure compliance with all regulatory, legal, and funding requirements; ensure efficient and forward-looking data analytics, technology and systems infrastructure

- Provide leadership on resource allocation and expenditure; work closely with staff to take GOSO/SAVE to the next level of HR, IT, and financial systems that thoughtfully and responsibly support programmatic needs and align with the priorities of the organization.
- Ensure accurate and consistent collection of data; prioritize the evaluation of service offerings and program efforts; use metrics to make decisions regarding the development of new programs, partnerships, fundraising, and initiatives that are tied to the strategic plan and financial targets.

***Board of Directors Relationship & Board Development:***

- Engage the Board of Directors in both its important governance and fundraising roles by actively communicating opportunities, strategic choices and progress toward goals.
- Serve as a thought partner to the Board to ensure that relevant, accurate, and timely information is provided to inform and guide the board's strategic level thinking.
- Support and collaborate with the Board Chair and Board Executive Committee to develop and maintain a strong pipeline of new and diverse members.
- Regularly report to the Board Executive Committee on the organization's fiduciary and strategic initiatives.

**Candidate Profile:**

***Professional Experience:***

- 15 years of progressively responsible leadership experience, with 7 to 10 years at the executive level.
- Broad general management experience across finance, operations/technology, strategic marketing, program, fund development and working with non-profit boards.
- Professional experience in the nonprofit, public or corporate sectors, or a combination thereof. A professional career in criminal justice reform or a related field, such as workforce development and/or working with young adults and marginalized communities is highly desirable.
- A proven commitment to equity and social justice is a must.
- Demonstrated achievement in transformative environments, bringing to scale complex, multi-site organizations; ability to assess infrastructure/operational requirements necessary to support sustainable growth.
- Mentoring, professional development, people management and leadership skills; evidence of leading change with positive outcomes; an inspiring team builder who engenders trust and builds group commitment to goals and objectives.
- Record of innovative and sustainable fundraising from corporations, high net worth individuals, foundations, and public sector/government agencies with proven results; experience with earned income strategies a plus.
- Strong financial management and business modeling skills; experience creating annual operating plans and budgets that support strategic objectives.
- Demonstrable multi-cultural management experience, including recruitment and development of diverse (racial, ethnicity, gender, and generation) teams, and a high level of emotional intelligence.



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***Personal Attributes:***

- Passionately committed to the GOSO/SAVE mission.
- Strategic and visionary leader who combines strong leadership, organizational management skills, and creative problem-solving with commercial instinct and resourcefulness, in the service of social change.
- Exceptional relationship-building and interpersonal skills; actively seeks input from others, at all levels of the organization, creating an atmosphere where ideas and information are easily exchanged.
- Exceptional communicator and dynamic public speaker; ability to inspire and successfully carry out the role of being an ambassador and leading voice of GOSO/SAVE.
- Excellent verbal, written and presentation skills and the ability to inspire and motivate people at all levels within and outside the organization.
- Demonstrates the highest standards of ethics, integrity, respect and humility.

**EDUCATION:**

- Bachelor's degree required; MBA, LCSW, MPA, JD or other advanced degree/equivalent preferred.

***GOSO/SAVE is an equal opportunity employer and candidates from historically underrepresented groups and people with lived experience of the criminal justice system are encouraged to apply; all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, or any other characteristic protected by law.***

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**How to Apply:**

*If you or someone in your network is interested in exploring this opportunity, please submit a cover letter and resume to:*

**Janet Albert - Partner, Bridge Partners**  
[janet.albert@bridgepartnersllc.com](mailto:janet.albert@bridgepartnersllc.com)

or

**Tory Clarke - Partner, Bridge Partners**  
[tory.clarke@bridgepartnersllc.com](mailto:tory.clarke@bridgepartnersllc.com)