



## President/CEO

### O.C.E.A.N., Inc. (Community Action Partnership)

*Toms River, New Jersey  
Serving Ocean, Atlantic and Cape May Counties in N.J.*

The Moran Company is pleased to partner with **O.C.E.A.N., Inc.** to conduct a national search to recruit the organization's next President / CEO.

O.C.E.A.N., Inc. is seeking an entrepreneurial, outgoing, experienced nonprofit individual to build on the extraordinary progress of the current Executive Director who is retiring after extensive years of service.

### Background

Since 1965 [O.C.E.A.N., Inc.](#) has been helping people help themselves. As the Community Action Agency for low to moderate-income residents of Ocean, Atlantic and Cape May Counties, O.C.E.A.N., Inc.'s mission is to deliver comprehensive services that improve the quality of life for individuals and families and assist them in moving towards self-sufficiency.

O.C.E.A.N., Inc. has approximately 125 staff, which are spread out among the three counties with an annual budget of \$16 million. Sources of revenue include income from housing, federal, state, county, and city service grants, as well as community partnerships, foundation grants and government contracts.

### Programs

O.C.E.A.N., Inc.'s Programs currently include:

- **Head Start/Early Head Start:** Free, federally funded childhood development centers for eligible families.
- **O.C.E.A.N., Inc. Head Start in the Ocean County Public School System:** O.C.E.A.N., Inc. provides affordable, accessible day care/early childhood development program for income eligible families.

- **Weatherization Program in Ocean County:** O.C.E.A.N., Inc. has been providing quality Weatherization Services to eligible clients for 35 years.
- **Direct Services:** Intensive Case Management Program, HUD Certified Housing Counseling Program, First Time Homebuyer Program, Senior Isolation Transportation and Mobile Outreach Trailers.
- **Home Energy Assistance:** Financial assistance to clients having difficulty paying their heating bill through Universal Services, Gift of Warmth, etc. in Ocean and Atlantic Counties.
- **Housing Counseling:** O.C.E.A.N., Inc. is the US Department of Housing and Urban Development's ("HUD") certified housing counseling agency. The agency Counselor is HUD Certified.
- **Housing in Ocean and Monmouth Counties:** In total, the agency has constructed/acquired/rehabilitated (152) affordable homes.

## **Principal Duties**

- Work in partnership with the Board to establish strategic direction for service to the residents of Ocean, Atlantic and Cape May Counties.
- Provide leadership to ensure that the core values of the organization are practiced. This includes maintaining a common culture of compassion for the individuals served. Foster an organization that is inclusive and open to all people. This will include creating a positive collaborative work environment.
- Oversee effective business objectives to improve the organization's profitability, cash flow and ensure that revenue from federal, state, and local partners are satisfied to address present needs.
- Spearhead the implementation of effective growth strategies and processes for O.C.E.A.N. Inc.'s diversified programs and services.
- Continue and expand strong partnerships with other community and government agencies to ensure mission objectives.
- Recruit, retain, motivate, and lead the current high-performance staff team.
- Preserve and expand O.C.E.A.N., Inc.'s community, regional and nationwide service reputation.

## **Candidate Qualifications**

- Bachelor's degree in nonprofit administration, social work, psychology, business, or related field.
- 10 years with progressively more significant roles/management responsibilities.
- Nonprofit management experience is preferable.
- Travel is required in O.C.E.A.N., Inc.'s service areas.

## ***Essential Knowledge/Skills***

- Passion to promote self-sufficiency, economic security, and transformational change to help individuals and families improve their quality of life in O.C.E.A.N., Inc.'s service area.

- The ability to create a strong vision and communicate it effectively to staff, board members, and partners.
- Experience and skill in working with a Board of Directors.
- Knowledge of private and public grant seeking.
- A history of successfully generating new revenue streams and improving financial results.
- Previous success in establishing external relationships with individuals and organizations of influence including government agencies, civic leaders, partner agencies and volunteers.
- Ability to build strong collaborative teams and actively engage with staff.
- Solid organizational abilities, including planning, delegating, program development, and task facilitation.
- Strong fiscal management skills, including budget preparation, analysis, decision-making, and reporting.
- Ability to successfully manage conflict and adversity.
- Strong written and public speaking skills.

### ***Competencies/Key Characteristics***

- Strategic Thinking
- Business Acumen
- Diplomatic Leadership
- Results Driven
- Financial Management
- Problem Solving/Analysis
- Collaboration Skills
- Transparency
- Excellent Communication Skills
- Extroverted

### **Compensation and Benefits**

The salary range is \$169,000 to \$198,000. Benefits include generous employee health care insurance, a 403(b)-retirement plan, Paid Time Off, and a company car.

### **Statement of Non-Discrimination**

O.C.E.A.N., Inc. Community Action Partnership is committed to equal opportunity for all and building an organization whose people reflect the true diversity of our community. O.C.E.A.N., Inc. Community Action Partnership employees are hired, promoted, and rewarded based on talent, performance, and dedication. Discrimination based on race, religion, national origin, sex, age, disability, veteran status, and/or any other legally protected category is prohibited.

### **Application Process**

The search is being conducted by The Moran Company. For more information on O.C.E.A.N., Inc.'s Community Action Partnership, please visit <https://www.oceaninc.org>. To apply for this position, submit a resume and cover letter to Dacia L. Moore, The Moran Company; dmoore (at) morancompany.com. Resume should include all professional education and experience, dates of employment (month and year) and position/title and organization names. **APPLY NOW**