



Executive Search
Chief Operating Officer – Onsite Position -Santa-Ana, CA

Sterling Search Inc. has been exclusively retained to recruit the **new Chief Operating Officer (COO)** for **Mary's Path**.

Mary's Path is a nationally accredited Short-Term Residential Therapeutic Program facility for pregnant and parenting youth, ages 12-21 from the foster care system. As many of 90 % of Mary's Path's residents are survivors of sexual abuse and an estimated 80% or more were sex trafficked. Despite their many successes, the sobering facts remain, Commercial Sexual Exploitation of Children (CSEC) continues to spread throughout Southern California. Orange County Sherrif Don Barnes has described it as an epidemic and further states that CSEC is Orange County's #1 crime. It is clear that the need for their programs and services are more important than ever.

- **We** are 1 of only 4 residences in all of California that serve pregnant and parenting teens from the foster care system.
- **We** are a nationally accredited and fully licensed Short Term Residential Therapeutic Program (STRTP).
- **Many** of our residents have run away from both foster homes and family homes. A very common theme is that our residents have run away for a significant amount of time and turn themselves into the authorities to receive care for themselves and their unborn child. The baby becomes the stabilizing factor.
- **We** are more than a refuge, we are a place to find dignity, learn self-sufficiency and restore Hope.
- **We** empower teen mothers to gain control of their lives and create families that thrive.

Our Mission

Believing in the value of every life, Mary's Path empowers vulnerable teen mothers in foster care and their babies to create lives of dignity, hope and self-sufficiency.

Guiding Principles

The moms and babies we serve always come first. We are guided by what serves them best.

Vision

Teen moms in foster care become loving, caring mothers and raise happy, healthy children.



In 2023 the impact was real.

- In 2023 Mary's Path served 38 teen moms and 28 babies
- 6 high school graduates through Mary's Academy, the on-site high school at Mary's Path
- 5 teen moms attained their first job with assistance for their job readiness services.
- 1 college enrollee – the first in her family to attend college.
- 10 teen moms successfully transitioned to independent living and connected with After-Care Services.

The Opportunity

Since 2020 and under the new leadership of CEO Jill Dominguez, Mary's Path has seen its largest growth as an organization and has become a fully operational residential and mental health treatment facility. With 30+ years of nonprofit experience, Jill has worked tirelessly to champion significant impact whilst taking the organization from a budget of about \$2M to \$5M with this year looking to grow to close to \$6M and boasts \$4M in assets.

In collaboration with the CEO, the COO is an exciting opportunity to develop and drive organizational vision, operations strategy, clinical and programmatic strategy and staffing for Mary's Path. As the Chief Operating Officer, you will be responsible for the growth and profitability of Mary's Path programs. The COO is also responsible for program development, including potential expansion opportunities. This role oversees both the Clinical and Residential arms of the organization, the Human Resources function and the Quality Assurance function, leading through a trauma-informed lens. Direct reports include: the Head of Service/Clinical Director, Operations Director, Human Resources Manager and Quality Assurance Manager.

This position calls for a COO who thrives in an environment where they can translate strategy into actionable steps for growth, while also implementing organization-wide goal setting, performance management, and annual operations planning. The COO also oversees company operations and employee productivity, building a highly inclusive culture that ensures team members can excel and that organizational goals are met.

Organization and Role Responsibilities

Strategy & Internal Operations

- Analyze internal operations and identify areas for process enhancement
- Implement business strategies and plans that align with the short- and long-term objectives developed in tandem with CEO
- Oversee preparation and participation for audits, inspections, and reviews by regulatory agencies.
- Oversee design and delivery of employee life cycle, from selection to offboarding
- Oversee design and delivery of staff training, including mandatory and developmental opportunities, ensuring compliance with all relevant training requirements, regulations and contractual mandates.
- Manage overall total rewards programs and processes, including vendor negotiation
- Ensure effective delivery of facilities maintenance
- Provide oversight to service claiming processes
- Manage contracts, including monitoring utilization and complying with contract requirements

Programmatic

- Ensure all residents receive appropriate therapeutic services and support via appropriate design and delivery of clinical/programmatic offerings
- Ensure STRTP team's compliance with all licensing, certification, and accreditation requirements.
- Ensure high quality clinical programming in collaboration with the Head of Service
- Ensure deployment of best clinical practices related to the population served by Mary's Path and support the Head of Service in developing behavioral health strategy and service delivery structures that enhance the agency's mission and achieve desired client outcomes.
- Conduct continuous review of clinical data and workflows and work strategically with leadership and providers to ensure service impact and efficiency
- Analyze Short-Term Residential Therapeutic Program operations, ensuring compliance, identifying areas for enhancement and ensuring a safe, healthy and therapeutic environment
- Support the placement determination process and collaborate as needed with placing agencies

Administration

- Prepare and monitor the facility's budgets, expenditures and revenues, and prepare financial reports for the organization and funding sources.
- Direct and evaluate the facility within the limits of the functions and policies established by the licensee.
- Assist in securing new contracts, grants and other financial support, including ongoing grant management activities
- Coordinate with internal stakeholders as well as county departments, community partners and funders

Execute all other reasonable duties as assigned by the Chief Executive Officer.

Qualifications and Experience

- Bachelor's degree required, Master's degree preferred in relevant field
- Significant work experience, (at least five years+) in executive leadership and administrator roles
- Experience in clinical/mental health organizations/community based organizations
- Experience in Short-Term Residential Therapeutic Programs or similar residential programs
- Must have knowledge of DCFS/DMH contract oversight
- Excellent leadership skills, with steadfast resolve and personal integrity
- Understanding of advanced business planning and regulatory issues
- Solid grasp of data analysis and performance metrics
- Ability to diagnose problems quickly and foresee potential issues
- Deep expertise in empathy, organizational and communication skills, with ability to tailor communication to diverse audiences

Salary Range: \$125,000 to \$182,000 plus comprehensive benefits.

Please send resumes to:
Sterling Search, Inc.



Linda@sterlingsearchinc.com

Phone: 714-388-8602

TO APPLY, CLICK [HERE](#)

Direct all correspondence, emails, and telephone calls to Sterling Search Inc.
Any resumes sent or telephone calls made to Mary's Path will be redirected to Sterling Search Inc.

Mary's Path is an Equal Opportunity Employer