

**CANDIDATE PROFILE**  
**PRESIDENT / CEO**  
**MIAMI, FL**

Start date June 2024



This is an exciting executive position for a mission-inspired, faith-based leader who is open to new opportunities and challenges. Leaders from a wide variety of professional backgrounds are encouraged to apply. A candidate's professional path does not need to be in education, but s/he has to believe in the power of education to transform lives.

**MISSION OF CRISTO REY MIAMI HIGH SCHOOL**

Cristo Rey Miami High School is a Catholic learning community that educates young people of limited economic means to become men and women of faith, purpose and service. Through a rigorous college preparatory curriculum, integrated with a relevant work-study experience, students graduate ready to succeed in college and in life.

**WHO WE SERVE**

Cristo Rey Miami provides an affordable, high-quality education to students who are impacted by a lack of opportunity and access because of their families' economic reality. All Cristo Rey Miami students reside in low-income communities within Miami-Dade county including, but not limited to, Allapattah, Liberty City, Little Haiti, North Miami, and Overtown. For our current study body, the average household income for a family of four is \$36,000.

**WHY IT WORKS**

At Cristo Rey Miami, students are prepared to enter and graduate from college by engaging in transformative learning opportunities. A key element to the Cristo Rey curriculum is the four-year, integrated Corporate Work Study Program (CWSP). The CWSP enables students to earn and pay for more than half of their tuition, gain professional work experience, cultivate a strong network of professional relationships, and realize the relevance of higher education to achieve career goals. The Cristo Rey model has proven highly successful, graduating 25,800 students nationwide. Cristo Rey students enroll in college at higher rates than high- and low-income populations and earn a bachelor's degree at twice the rate of their peers.

## ABOUT THE SCHOOL AND THE WORK STUDY PROGRAM

In July 2022, Cristo Rey Miami launched in North Miami and by 2025 will serve 425 students across 9<sup>th</sup>–12<sup>th</sup> grades. Cristo Rey Miami High School is the only college-and-career preparatory high school in Miami, exclusively serving hard-working students from low-income families. Cristo Rey Miami is the 39<sup>th</sup> member of a nationwide network of schools utilizing an innovative educational model that integrates rigorous academics with professional work experience. For the 2023-24 school year, the school welcomed its second class, increasing enrollment to 146 students across 9<sup>th</sup> and 10<sup>th</sup> grades.

The school sits on 2.2 acres and recently broke ground on its new, 38,000 square foot academic building to be completed by 2025. The “Built for the Future” capital campaign has raised 75% of its \$16M goal.

Cristo Rey Miami High School is sponsored by the Cristo Rey Institute, a pontifical juridic person whose purpose is to offer another means of ensuring Catholic identity for schools within the Cristo Rey Network (CRN). All CRN schools must be Catholic schools. The Cristo Rey Institute is another means to ensure the Catholic Identity of CRN schools.

Students at Cristo Rey Miami High School benefit from a college preparatory curriculum that integrates academics, professional work experience, extracurricular activities, and service to empower success in high school and college. One hundred percent of Cristo Rey Miami High School students participate in the Corporate Work Study Program. The school’s 41 Corporate Partners report that 99% of their student workers “meet or exceed expectations.” During the 2023-24 school year, Cristo Rey Miami students will earn over \$1,200,000 toward their education.

To learn more about the Cristo Rey Miami High School, visit [www.cristoreymiami.org](http://www.cristoreymiami.org)

## ABOUT THE CRISTO REY NETWORK

Succeeding in today’s world requires exposure to new opportunities, confidence to pursue them, and a network of champions to help every step of the way. By bringing schools, businesses, and communities together the Cristo Rey Network opens doors for students from families of limited economic resources to fulfill their dreams. The Network’s 39 high schools, serving 12,350 students across the U.S., are empowering student formation through the integration of rigorous college preparatory academics, four years of professional work experience, support to and through college, and Catholic educational values.

In 2020, Cristo Rey students across the country earned nearly \$80 million towards their own private education costs through the Corporate Work Study program. Their success continues onward through college. Cristo Rey students are three times more likely to complete a bachelor’s degree by age 24, compared to the total U.S. low-income population. The entrepreneurial Network of high schools is developing in young people the character and aspiration to realize their full potential in education, career, and most importantly – in life.

To learn more about the Cristo Rey Network, visit [www.cristoreynetwork.org](http://www.cristoreynetwork.org)



## CRISTO REY NETWORK'S MISSION

The Cristo Rey Network of high schools delivers a career focused, college preparatory education in the Catholic tradition for students with limited economic resources, uniquely integrating rigorous academic curricula with four years of professional work experience and support to and through college. The Cristo Rey Network partners with educators, businesses, and communities to enable students to fulfill their aspirations for a lifetime of success.

**The Cristo Rey Network's Mission Effectiveness Standards** – The following standards articulate the mission and identity of the Cristo Rey Network schools.

- Standard One:* A Cristo Rey school is explicitly Catholic in mission and enjoys Church approval.
- Standard Two:* A Cristo Rey school serves only students with limited economic resources and is open to students of various faiths and cultures.
- Standard Three:* A Cristo Rey school is family centered and plays an active role in the community.
- Standard Four:* A Cristo Rey school prepares all students to enter and graduate from college.
- Standard Five:* A Cristo Rey school requires participation by all students in the Corporate Work Study Program.
- Standard Six:* A Cristo Rey school incorporates the learning present in its work program, classroom, and extracurricular experiences.
- Standard Seven:* A Cristo Rey school has effective administrative and board structures and complies with applicable state and federal laws.
- Standard Eight:* A Cristo Rey school is financially sound.
- Standard Nine:* A Cristo Rey school supports all students in accessing and persisting through colleges that match their achievements, needs, and ambitions.
- Standard Ten:* A Cristo Rey school is an active participant in the Cristo Rey Network.

## ABOUT THE POSITION

The President/CEO will lead the school community in four primary areas: spiritual leadership, financial strength, external engagement, and program excellence. This is a leadership position for a servant leader, inspired by her/his faith and models Catholic values of social justice, compassion, and personal respect for the dignity of all.

The President/CEO will be hired by, and report to, Cristo Rey Miami High School's Board of Trustees. S/He will lead a team that includes the following roles and functions: Principal, Corporate Work Study Program, Admissions, Fundraising, and Finance.

The President/CEO has overall responsibility for the management of Cristo Rey Miami High School and will lead the development, implementation, maintenance, and monitoring of an exceptional program that supports and promotes the school's mission and values with special emphasis on the religious and spiritual orientation of the school.

The President/CEO will inspire organizational and professional confidence to a wide variety of stakeholders. Primary relationships include senior school administrators; board members; business, religious, and civic leaders; donors; students and parents; faculty/staff; and the Cristo Rey Network. S/He will also work closely with the Cristo Rey Institute and the Archdiocese of Miami.

In addition to a strong on-campus presence, the President/CEO's role is largely external facing and forward looking. S/He will be expected to be a high profile ambassador for the school in the Miami business, philanthropic, and faith communities. S/He will focus on community engagement, strategic planning, organizational development, fundraising, and financial sustainability.

## CAREER PATH

Cristo Rey schools are typically led by presidents with broad institutional and executive-level experience from a wide variety of fields. Experience in Catholic education is desirable but not required. Candidates demonstrating organizational development and chief executive skills inclusive of critical thinking, innovation, and leadership team development are encouraged to apply.

## PROFESSIONAL QUALIFICATIONS

- Executive presence and leadership experience in the following:
  - strategic planning, organizational growth
  - philanthropic fundraising
  - leadership team building
  - business development through community engagement
  - working with communities of limited economic resources
  - working with diverse communities
  - public speaking
  - creating, articulating, and implementing a vision
  - networking and relationship-building, both internal and external
  - budget planning and fiscal management
- Bachelor's degree required. Advanced degree preferred.
- Spanish speaking is a plus, but not required.



## PERSONAL QUALITIES

- Practicing Catholic who embraces Church teaching on education and social justice
- Uncompromising integrity, strong moral compass
- Articulate and inspirational communicator
- Self-motivated and self-reflective
- Ability to adjust to changing situations
- Strong interpersonal skills
- Passionate about serving students with limited economic resources

## COMPENSATION

\$170,000 - \$200,000, depending on experience. Benefits include health care and retirement.

## STATEMENT OF NONDISCRIMINATION

Cristo Rey Miami High School does not discriminate on the basis of race, color, national or ethnic origin, gender, or sexual orientation.



## APPLICATION PROCESS

A President Search Committee comprised of board members, staff, and corporate partners will be engaged in the process to assist the Board of Trustees. Lester Consulting Group, Inc. of Sacramento, California has been hired to facilitate the search process. Inquiries and applications may be directed to:

Lorcan Barnes, President  
Lester Consulting Group, Inc.  
[CRMiamiSearch@lcginc.net](mailto:CRMiamiSearch@lcginc.net) (916) 826-5703

Applications are due February 9, 2024, or until a successful candidate is hired.

Please submit, as one, single PDF:

- a cover letter,
- resume, and
- one-page essay responding to one (1) of the following prompts:
  - A) *Describe how your personal values and professional experience align with Cristo Rey Miami's Catholic educational mission.*
  - B) *Describe a situation where you led a team to embrace a shared vision and take action. What did you learn about yourself in this experience?*
  - C) *Describe a life experience (personal or professional) that compels you to be a champion for students with limited economic resources.*

Interviews will take place in February and March. Ideally, the President/CEO will be able to begin service in June 2024.

