



## Chief Executive Officer

Hudson Valley Pattern for Progress

Hudson Valley, NY | Fall 2021

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## About Hudson Valley Pattern for Progress

Hudson Valley Pattern for Progress (Pattern) is a not-for-profit policy, planning and research organization. Founded in 1965, their mission is to promote regional, balanced, sustainable and equitable solutions that enhance the growth and vitality of the Hudson Valley.

Pattern serves the nine counties of the lower Hudson Valley which include Dutchess, Orange, Ulster, Sullivan, Rockland, Westchester, Putnam, Columbia, and Greene, and prides itself on being an honest, unbiased broker of quality-of-life ideas and issues. By acting as a think tank, policy research organization and trusted convener of a diverse array of entities, Pattern fosters collective engagement in shining the light on quality-of-life issues and providing the research and policy recommendations to support the vitality of the Hudson Valley.



Pattern's board is a volunteer board of 48 members who are senior leaders of organizations in the public, private and non-profit sectors. There are approximately 200 Pattern Supporters who make annual contributions to the organization. Pattern's current revenue model includes these supporter donations, as well as consulting fees, event sponsorship, and participant fees.

Notable Pattern programs include:

- The [Urban Action Agenda](#), a multi-year regional planning process to assist municipalities with their pathway forward;
- The [Pattern Fellows](#), a mid-career leadership training program on regionalism;
- [Community Rebuilders](#), which assists residents in bringing ideas to fruition on how to better their communities;
- The [Board Institute](#), Pattern's newest program, which will create a pathway from the community to board service for people from underrepresented backgrounds.

In addition to these programs, Pattern conducts research and produces analyses of demographic and statistical information for public, private and nonprofit organizations. This information provides evidence of population and socio-economic trends and recommends ways to position organizations to meet the opportunities of those trends. Additionally, Pattern assists governments and public service providers in analyzing service delivery and underlying structures and provides alternatives with the intent of improving the effectiveness and efficiency of local government.

As a convener, Pattern fosters collaboration among two or more parties and assists in creating partnerships to advance a multi-faceted regional mission. Pattern helped create regional dialogs between County Executives, Mid-Hudson Mayors, and Planning commissioners. Most recently, Pattern brought together economic and workforce development leaders to spark a regional approach to the relationship between economic development and the region's workforce in the changing post-Pandemic world, creating a first-of-the-kind in the region Job Connection Task Force.

Two important documents to add context to the basis of Pattern's work are the [The Pathway Forward](#) report and the [Out of Alignment](#) report.

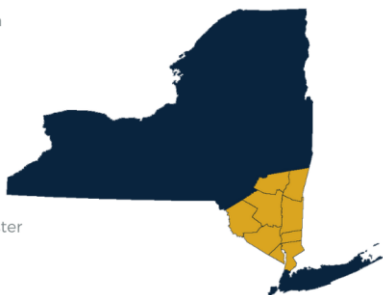
Pattern has a strong organizational commitment to Diversity, Equity, and Inclusion, both in the operation and governance of the organization and reflected throughout its work product.

## About the Opportunity

After 15 years of extraordinary leadership and service in which Pattern has seen significant growth, Pattern's highly respected President & CEO will be stepping down at year end. Pattern's Board of Directors has embarked upon a search for a new CEO to oversee the organization and lead the it into the future.

### COUNTIES REPRESENTED

- Columbia
- Dutchess
- Greene
- Orange
- Putnam
- Rockland
- Sullivan
- Ulster
- Westchester



The CEO serves as the Chief Executive of Pattern and, in partnership with the Board of Directors, is responsible for the success of the organization. Together, the CEO and Board assure adherence to Pattern's mission and vision and to the accomplishment of organizational goals. The successful candidate will have the ability to expand the impact of Pattern's research & demographic analysis, professional training, project support services, community development evaluations, strategic planning assistance, and mediation and facilitation activities.

Supporting the CEO is a high performing five-member team that includes a Senior VP for Research, Development & Community Planning, a Vice President for Operations, a Vice President for Marketing & Communication, a Senior Research Planner, and a Research Planner.

Pattern currently operates virtually, having given up its office space in 2020. The new CEO will have the option to evaluate the organization's work model going forward. The CEO reports to the Chair of the Board of the Directors and is evaluated by the Chair and Executive Committee.

## Key Responsibilities

### **Leadership and Organizational Management**

- Partner with the Board of Directors and staff leadership on the development and implementation of annual operational plans
- In partnership with the Board and senior staff, monitor the on-going effectiveness of programs and services through measuring objectives and evaluating outcomes
- Prepare, manage, and carry out the organization's budget
- Evaluate and enhance current revenue programs and, as appropriate, develop and implement new strategies to diversify revenue
- Cultivate relationships with current and potential supporters
- Develop, implement, and establish financial and operational metrics
- Advance Pattern's commitment to the integration of DEI into organizational mission/work processes/goals.
- Maintain a climate that attracts, retains and motivates a diverse, high-quality staff, promoting an environment that values differences
- Set staff goals and objectives, and effectively manage staff

### **Strategic Planning**

- Work with the Board of Directors to develop and implement the next strategic plan, which is revised every three years to help the region address emerging issues
- Devise the most effective means, methods and resources needed to bring to fruition the benchmarks of the strategic plan

- Recommend a program of work that supports Pattern’s mission and furthers the goals established in the strategic plan

### ***External Relations and Program Work***

- Further the goal of promoting regional, balanced, sustainable, and equitable solutions that enhance the growth and vitality of the Hudson Valley
- Serve as the public face of the organization
- Serve on government panels, as well as standing and ad hoc government committees
- Represent Pattern through service on other boards or committees that complement the work or mission of Pattern
- Provide commentary and deliver research findings/white papers on a variety of topics germane to quality of life in the region
- Work with a broad range of community, business, and non-profit leaders, including those who are like-minded and those with whom there is less affinity
- Reach across political borders to encourage collaborations and focus on planning initiatives
- Create partnerships that advance Pattern’s multi-faceted mission
- Foster associations and relationships with opinion leaders and community organizations in support of Pattern’s mission

### **Key Qualifications**

- Proven track record of having grown an organization and enhanced its reputation within the geographic area it serves
- Substantive knowledge of issues of regional importance to the Hudson Valley, including but not limited to issues relating to housing, infrastructure, urban and rural centers, economic development and environmental policy
- Experience in the development and implementation of revenue strategies, such as membership programs, corporate sponsorships, government grants, and/or private philanthropy
- Experience establishing staffing requirements, recruiting, personnel management and growth, and providing recommendations for staff compensation
- Experience working with staff and board members to structure working groups and committees related to organizational mission, or to support specific activities or projects
- Experience developing and implementing a strategic plan and mission driven projects insuring a positive outcome
- Experience with media relations and serving as a chief spokesperson for or public face of an organization
- Possesses, or has the ability to develop, positive working relationships within government, business and not-for-profit sectors in the Hudson Valley
- Experience conducting and/or supervising and administering contracted deliverables within areas germane to an organization
- A regional thinker and strategist with the ability to envision a process that may require small, achievable, incremental steps over time, carried out by an array of actors
- Experience working with a Board of Directors
- Staff management experience
- Strong communication and relationship skills, including in facilitation, public presentation, and personal engagement

- Healthy respect for the uniqueness of every community and an understanding of their autonomy in exercising self- governance/home rule
- Values the importance of demographic and statistical information to study existing and emerging population and socio-economic trends
- Understanding of Diversity, Equity, and Inclusion matters, with training and experience supervising organizational efforts preferred
- Strong written communication skills
- Curious and creative with an entrepreneurial and collaborative spirit



**All qualified candidates will receive consideration for employment without regard to race, color, religion, sex, national origin, disability, veteran status, or any other characteristic protected by law.**

Please email your cover letter and resume in confidence to: [hvpp@developmentguild.com](mailto:hvpp@developmentguild.com)

For more information, please visit [www.developmentguild.com](http://www.developmentguild.com).

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For more information about Hudson Valley Pattern for Progress, please visit [www.pattern-for-progress.org](http://www.pattern-for-progress.org)

**About Development Guild DDI**

*For 40 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. Based in Boston and New York, we have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.*

*With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.*

