



Chief Executive Officer
Hybrid – Charleston Area
Salary: \$130,000 - \$140,000

Position Overview

Young Moms Together (YMT) serves pregnant and parenting teens across South Carolina, providing safety, stability, dignity, and real opportunity. YMT is one of the only organizations in South Carolina providing a comprehensive continuum of support that includes housing, education, employment, parenting support, and pathways to long-term stability.

Founded in 1897 as Florence Crittenton Programs of South Carolina and rebranded in 2025, YMT combines direct services, housing support, and advocacy to help young mothers overcome barriers and build stronger futures for themselves and their children.

Guided by its 2026-2030 Strategic Plan, YMT is entering an important phase of growth and seeks a visionary Chief Executive Officer to strengthen organizational capacity, advance financial sustainability, develop leaders, and drive measurable impact. Working closely with the Board and leadership team, the CEO will help position YMT for continued growth and expanded service across South Carolina.

Candidate Profile

Young Moms Together seeks a strategic and mission-driven CEO to lead the organization through a pivotal period of growth, capacity building, and statewide impact. Working in partnership with the Board, staff, donors, public agencies, and community stakeholders, the CEO will advance YMT's 2026-2030 Strategic Plan while strengthening long-term sustainability and effectiveness.

The successful candidate will build on YMT's strong foundation by strengthening leadership, systems and resources to support the organization's next phase of growth. They will develop leaders, expand sustainable funding, and position YMT as a trusted voice for young mothers across South Carolina.

The CEO will build and strengthen YMT's developing senior leadership team, including key roles in finance, operations, development, and client services. Several leadership positions are newly established or currently being filled, creating an opportunity for the next CEO to shape organizational structure, clarify responsibilities, develop management capacity, and build the leadership systems necessary to support YMT's long-term strategic goals.

The ideal candidate is a strategic and operational leader who can cultivate relationships, develop staff, and lead organizational growth with transparency, accountability and care.

Key Priorities

In the coming years, the CEO will help YMT:

- Execute the 2026-2030 Strategic Plan through clear goals, measurable outcomes, annual operating plans, and regular Board reporting.

- Strengthen financial sustainability through revenue diversification, multi-year planning, and prudent stewardship.
- Expand YMT's visibility and influence through strategic partnerships with funders, policymakers, DSS, and community stakeholders.
- Integrate and strengthen residential, housing-stability, and community-based services while maintaining quality, participant safety, and YMT's two-generation approach.
- Foster a culture of accountability and continuous improvement through strong data, outcomes, measurement, and organizational learning.
- Develop a cohesive and effective leadership team with clear accountability, strong management practices, and the capacity to execute YMT's strategic goals.
- Elevate participant and alumni voices in program development, evaluation, communications, and storytelling.
- Strengthen organizational risk management, compliance, and governance practices.

Key Responsibilities & Leadership Priorities

Strategic & Organizational Leadership

- Lead implementation of YMT's strategic plan and organizational priorities.
- Establish clear performance expectations, accountability systems, and measures of success.
- Assess the leadership structure needed to achieve YMT's strategic goals and recruit, develop, and support leaders capable of driving organizational performance and growth.
- Strengthen organizational systems, decision-making processes, and operational effectiveness.
- Coach and develop emerging senior leaders, fostering strong management practices, accountability, and collaboration across the organization.

Program & Impact Leadership

- Ensure high-quality, participant-centered services across all programs.
- Support the integration and growth of YMT's residential, housing-stability, and community-based services.
- Establish and utilize organizational outcomes, evaluation tools, and performance measures to guide decision-making and demonstrate impact.
- Foster meaningful incorporation of participant and alumni perspectives into programs and organizational planning.

Financial Sustainability & Resource Development

- Lead fundraising, donor engagement, financial planning, and revenue diversification efforts.
- Partner with finance and development leadership to develop sustainable funding strategies across public contracts, grants, major gifts, and unrestricted support.
- Ensure sound financial stewardship and long-term organizational resilience.

External Leadership & Community Impact

- Serve as YMT's chief ambassador with funders, policymakers, community leaders, and strategic partners.
- Strengthen relationships with public agencies, coalitions, and stakeholders that share responsibility for supporting young families.
- Advance responsible policy and systems-change opportunities that improve outcomes for young mothers and their children.

Governance, Risk & Compliance

- Partner closely with the Board to provide timely, transparent, and decision-ready information.
- Maintain an appropriate distinction between governance and management responsibilities.
- Ensure compliance with licensing, contractual, accreditation, safeguarding, privacy, and regulatory requirements.
- Oversee organizational risk-management and crisis-response planning.

Required Qualifications

- Commitment to improving outcomes for young mothers and their children.
- Seven+ years of progressive leadership experience, including success leading teams and developing leaders.
- Demonstrated ability to implement strategy, drive measurable results, and strengthen organizational capacity during growth or change.
- Experience with budgeting, financial management, fundraising, and revenue development.
- Strong relationship-building skills with boards, donors, public-sector partners, and community stakeholders.
- Ability to use data to inform decisions, communicate impact, and foster a culture of accountability.

Preferred Experience

- Executive leadership experience in a nonprofit or mission-driven organization.
- Experience in human services, housing, maternal and child health, youth development, education, workforce development, or related fields.
- Experience with public funding, government contracts, advocacy, or systems-change initiatives.
- Experience scaling organizations, programs, or operations, including leadership of organizations with budgets of \$2 million or more.

Success in the First 12-18 Months

- Developed a clear implementation roadmap for the 2026-2030 Strategic Plan.
- Established organizational performance measures and regular Board reporting.
- Developed a multi-year financial sustainability and revenue diversification strategy.

- Strengthened leadership structure, accountability, and decision-making processes across the organization.
- Built a high-performing senior leadership team.
- Expanded key funding, policy, and community partnerships.
- Identified opportunities to strengthen and scale YMT's service model while maintaining program quality and participant safety.
- Strengthened organizational compliance, risk management and operating systems.

APPLY HERE

Young Moms Together has engaged Capital Development Services (CapDev) to conduct a search for this position. Candidates are required to submit a cover letter and a resume. All materials will be kept confidential. Application materials will be reviewed as received. Additional inquiries may be directed to search@capdev.com.