

# NY

# SPCC

THE NEW YORK  
SOCIETY  
FOR THE PREVENTION  
OF CRUELTY  
TO CHILDREN

<https://www.nyspcc.org/>  
New York, NY

*Mission: "To respond to the complex needs of abused and neglected children, and those involved in their care, by providing best practice counseling, legal, and educational services. Through research, communications, and training initiatives, we work to expand these programs to prevent abuse and help more children heal."*

## ASSISTANT EXECUTIVE DIRECTOR/LEGAL COUNSEL

### THE OPPORTUNITY



The New York Society for the Prevention of Cruelty to Children (The NYSPCC) seeks an Assistant Executive Director/Legal Counsel (the AED) to assist the Executive Director in all areas of general NYSPCC management. The AED will report to the Executive Director and have three direct reports with oversight of the operations of their departments: (1) the Director of Finance and Operations, (2) the Director of Research and Evaluation, and (3) the Director of the NYSPCC Training Institute. In addition, s/he will provide the NYSPCC Clinical Team with guidance on legal matters concerning NYSPCC clients.

The successful candidate will identify legislation and public policy issues having impact on NYSPCC and the children and families that it serves. The ideal candidate will develop an advocacy agenda and action plans to move public policy efforts forward. S/he will serve as a liaison with legislative and government officials regarding programs and advocacy efforts. The AED will coordinate the NYSPCC's efforts with child welfare organizations and serve as Secretary of the American Professional Society on the Abuse of Children – New York (APSAC-NY) Public Policy Committee.

The successful candidate will have attorney admission to the New York State Bar and ten years of experience litigating child welfare and other child-related cases. The ideal candidate will have familiarity with the state and federal legislative process, and have experience reviewing, analyzing and commenting on

child welfare/child protective and related legislation. In addition, s/he will have experience supervising management staff and a working knowledge of financial operations, program research, and administrative operations.

New York Society for the Prevention of Cruelty to Children has retained [Freeman Philanthropic Services, LLC](#) to assist on this important recruitment.

## ABOUT THE NYSPCC

For over 140 years, the NYSPCC remains unwavering in its mission to provide child protection and abuse prevention services.

The NYSPCC's caring team of highly-skilled clinicians and staff provide critically needed services to children, families, child welfare professionals, and other concerned community members. In 2017, The NYSPCC's services had a significant impact on the lives of 6,971 children, 365 parents and caregivers, and 2,784 child welfare professionals. These services included therapeutic supervised visitation; trauma-focused counseling; school-based child sexual abuse prevention workshops; crisis debriefing for child welfare staff; best-practice training; research and evaluation; advocacy; and the maintenance of the George Sim Johnston Archives.

The NYSPCC offers its services at multiple sites including, but not limited to, the Agency's main office in Manhattan, NYC public and private schools, and NYC social service agencies. The NYSPCC is committed to eliminating linguistic and economic barriers that prevent families from receiving critical assistance. A bilingual staff (English/Spanish) provides no-fee services seven days and three evenings per week to accommodate working families and school-aged children.

### Clinical Services

- Therapeutic Supervised Visitation to children and their families in a safe and supportive setting
- Trauma Recovery Therapy for children who have endured the trauma of child abuse or neglect
- Crisis debriefing for child welfare agencies staff following critical incidents and during times of stress, grief, and loss
- Safe Touches: Personal Safety Training for children for ages K through the 12<sup>th</sup> grade

### Training Institute

In 2018, The NYSPCC's Training Institute trained 1,670 professionals on preventing child sexual abuse, identifying and reporting suspected cases of child abuse and neglect, best practice models for child protective services, and managing secondary traumatic stress. To date, the Training Institute has trained over 67,000 professionals. The NYSPCC has developed comprehensive programming which aims to prevent childhood sexual abuse by offering targeted information to children, parents, and school communities. The goal of this programming is to spark conversation and to offer safety information and practical strategies for protecting children from sexual abuse.

### Research and Evaluation

The NYSPCC is committed to the use of rigorous research and evaluation to inform best practice both within the agency and in the broader child welfare field.

### Advocacy

Since its founding in 1875, The NYSPCC has been in the forefront of advocacy efforts for laws and policies that seek a safer and healthier environment for all children. The NYSPCC takes an active role, both as an individual agency and in coalition with others, to support legislation that will improve the lives of children and their families. Advocacy efforts focus on the local, state and national levels. The NYSPCC also lends its support during litigation in the form of *amicus curiae* briefs where the issue before the court has a significant public policy aspect for child welfare systems.

## **The NYSPCC Archives**

The Archives serve as one of the nation's most valuable repositories of original and compiled material on the origins, history, and development of the child protection movement.

## **LEADERSHIP**



### **Mary L. Pulido, Executive Director**

Mary L. Pulido, Ph.D. oversees all program activities where she lends her extensive background in the mental health field. Dr. Pulido has over three decades of experience addressing the needs of fragile families and abused and neglected children. Prior to joining The NYSPCC in 2001, Dr. Pulido served as the Executive Director of the Child Protection Center at Montefiore Medical Center, a forensic child advocacy center, and held executive positions at The Children's Village and Covenant House. She has a Ph.D. in Social Welfare from the City University of New York, and Master's Degrees in Social Work from Hunter College and in Teaching from Sacred Heart University. She is an Adjunct Assistant Professor at The Silberman School of Social Work at Hunter College. Dr. Pulido serves as a New York City Department of Health and

Mental Hygiene Medical Reserve Corp First Responder for disaster trauma. In 2006, the Mayor appointed Dr. Pulido to the New York City Child Fatality Review Advisory Team (CFRAT) which has responsibility for examining all deaths of children up to age 12 whose deaths are categorized as unanticipated, the result of trauma, or the circumstances of which are suspicious, obscure, or otherwise unexplained. She served in this capacity until 2016. Dr. Pulido was honored to be named the 2010 "Outstanding Professional" by The American Professional Society on the Abuse of Children (APSAC), a national organization addressing all facets of the professional response to child maltreatment: prevention, assessment, intervention, and treatment. She was recently elected to the National Board of Directors for APSAC, and is also the President of APSAC-NY State Chapter. In 2019, she received the Trailblazer Award from the Silberman School of Social Work at CUNY for her contributions to the greater good of the people in NYC.

### **Board of Directors**

The Board of Directors is comprised of dedicated and engaged leaders committed to NYSPCC and its mission, vision, and continued growth. Board members are accomplished professionals, business executives, community leaders, and philanthropists, several of whom serve on the boards of leading corporations, international organizations, and not-for-profits.

For a complete list of the Board of Directors, please see <https://www.nyspcc.org/about-the-new-york-society-for-the-prevention-of-cruelty-to-children/people/>.

## FISCAL YEAR 2019 FINANCIAL HIGHLIGHTS

	2019	2018
<u>ASSETS</u>		
Cash and cash equivalents	\$ 983,811	\$ 1,006,166
Accrued investment income	5,470	6,101
Contributions receivable	100,000	195,000
Government contracts receivable	130,405	39,248
Other receivable	94,568	18,500
Prepaid expenses	53,388	51,184
Beneficial interest in charitable trusts	2,450,967	2,080,010
Investments, at fair value	36,399,312	18,458,373
Furniture and equipment, net of accumulated depreciation of \$210,841 in 2019; \$195,439 in 2018	34,264	43,245
Leasehold improvements, net of accumulated amortization of \$439,163 in 2019; \$438,404 in 2018	1,141	1,900
Historical archives	251,706	251,706
<b>Total assets</b>	<b>\$ 40,505,032</b>	<b>\$ 22,151,433</b>
<u>LIABILITIES and NET ASSETS</u>		
Accounts payable and accrued expenses	\$ 215,853	\$ 261,627
Accrued pension benefits	1,938,937	2,289,628
<b>Total liabilities</b>	<b>2,154,790</b>	<b>2,551,255</b>
Commitments (Notes 7 and 9)		
Net assets		
Without donor restrictions	34,295,627	15,831,520
With donor restrictions		
Purpose restricted	120,000	205,000
Endowment	1,483,648	1,483,648
Beneficial interest in charitable trusts	2,450,967	2,080,010
	4,054,615	3,768,658
<b>Total net assets</b>	<b>38,350,242</b>	<b>19,600,178</b>
<b>Total liabilities and net assets</b>	<b>\$ 40,505,032</b>	<b>\$ 22,151,433</b>

## IMPORTANT AND REPORTING RELATIONSHIPS

The Assistant Executive Director/Legal Counsel will report to the Executive Director regarding overall agency management, the NYSPCC's legislative and public policy agenda, and other advocacy matters. S/he will serve on the Senior Management Team. The AED will have three direct reports with oversight of the operations of their departments: (1) the Director of Finance and Operations, (2) the Director of Research and

Evaluation, and (3) the Director of the NYSPCC Training Institute. S/he will provide the NYSPCC Clinical Team with guidance on legal matters concerning NYSPCC clients, and coordinate with professional consultants to advance agency business.

The successful candidate will partner with child welfare agencies, including APSAC-NY and NYSCA, to coordinate and advance the NYSPCC's advocacy and public policy work. The ideal candidate will collaborate with government officials and legislators to further the organization's advocacy work. In the Executive Director's absence, s/he will also provide comments to the media on legal issues relating to child protection and welfare.

## KEY OPPORTUNITIES AND RESPONSIBILITIES

The AED will be expected to contribute broadly to all aspects of the fulfillment of NYSPCC's mission and growth. The organization seeks a seasoned legal and business professional with both the capacity and the demonstrated track record to respond effectively to the following key opportunities and responsibilities:

- Provide information and assistance to the Executive Director regarding the legal aspects of child welfare/child protective issues, and regarding Court-related issues;
- Provide legal expertise to the clinical team of The NYSPCC on cases that involve the Administration for Children's Services (ACS), Family Court, Integrated Domestic Violence (IDV) Court or other outside entities;
- Coordinate legislative and public policy agenda with a diverse group of partnering agencies;
- Audit child-serving organizations on their child safety policies and procedures;
- Liaison to outside counsel for the NYSPCC on contract issues;
- Conduct training with professionals to identify, report child abuse and neglect, and on other legal topics in conjunction with the Training Institute;
- Identify Requests for Proposals (RFPs) for program and research opportunities;
- Assist the Director of Research and Evaluation on applications and letters of support from the Courts;
- Identify and apply for City Council funding in support of the NYSPCC's programs;
- Serves as NYSPCC representative, prepare and give testimony to legislative committees;
- Support the Executive Director to respond to media requests for comment and opinion on child protection/child welfare issues;
- Identify bill sponsors for legislation important to the NYSPCC's mission and the children it serves;
- Research and write two articles per year for publication with a legal focus within NYSPCC's areas of expertise; and
- Serve as point person for all matters when the Executive Director is not available.

## IDEAL EXPERIENCE & QUALITIES

The ideal candidate will be a strategic and effective legal, financial, and administrative leader. The AED will have the stature and professional experience necessary to effectively meet the responsibilities listed in the preceding section. Expected experience and personal qualities include, but are not limited to:

- Passion for NYSPCC's mission and values;
- Demonstrated commitment to the principles of diversity, cultural equity and inclusion and demonstrate experience and knowledge of providing services to diverse populations;
- Track record of success litigating child welfare and other child-related cases;
- Familiarity with the legislative process at the state and federal levels;
- Experience in reviewing, analyzing and commenting on child welfare/child protective and related legislation;
- Experience in identifying and submitting grant requests to government funding sources;
- Experience supervising multiple functions within a not-for-profit organization;
- Excellent communication (speaking, writing, presentation, and listening) skills with the ability to effectively communicate with all levels of the NYSPCC and diverse external constituencies;
- Must be collaborative and have excellent interpersonal skills;
- Bilingual a plus (English/Spanish); and
- Juris Doctorate and attorney admission to the New York State Bar required.

## DIVERSITY

New York Society for the Prevention of Cruelty to Children is an Equal Opportunity Employer that promotes diversity in its employment practices. Employment decisions are made without regard to an applicant's actual or perceived race, color, religion, creed, sex/gender (including gender identity, sexual harassment, pregnancy, childbirth, and related medical conditions), sexual orientation, national origin, ancestry, ethnicity, age, disability, alienage or citizenship status, marital status, arrest or conviction record (consistent with the provisions of New York State's Corrections Law), partnership status, familial status, liability for military service, status as a victim of domestic violence, stalking or sex offense, veteran status, genetic predisposition or carrier status, or any other characteristic protected by applicable law.



## COMPENSATION AND BENEFITS

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience.

## CONFIDENTIAL INQUIRIES AND HOW TO APPLY

New York Society for the Prevention of Cruelty to Children has retained Freeman Philanthropic Services, LLC (FPS) to assist in this executive recruitment. FPS is a national leader in recruitment for the nonprofit sector and related concerns and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via email at [NYSPCC-AED@glfreeman.com](mailto:NYSPCC-AED@glfreeman.com) by Friday, October 23, 2020.

All applications must include (1) an up-to-date resume (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.