



DEPAUL USA CHIEF EXECUTIVE OFFICER

OUR MISSION

End homelessness and change the lives of those affected by it.

OUR VISION

A society in which everyone, across the world, has a place to call home and a stake in their community.

BACKGROUND

Depaul USA is a dynamic, faith-inspired national nonprofit on a mission to end homelessness and change lives. Founded in 2009 as part of the global Depaul International Group, the organization launched its first program in Philadelphia serving 60 men. Today, from its Chicago headquarters, Depaul USA operates in twelve cities, runs 27 programs, and impacts more than 6,800 individuals each year. Rooted in the Vincentian values of compassion, dignity, and practical action, Depaul USA offers a continuum of care—from supportive and affordable housing to day programs, medical respite, and social enterprise. Signature initiatives include the Dax Program for college students experiencing homelessness, permanent and temporary housing solutions, and integrated case management.

2024 Depaul USA Impact



Meals
99,444 nourishing meals provided



Employment
124 people helped to secure jobs



Permanent Housing
208 individuals moved into homes

The results speak volumes: in 2024 alone, Depaul USA served over 99,444 meals, helped 124 people secure employment, and moved 208 individuals into permanent housing. Every program is designed to break the cycle of homelessness by improving health, economic stability, and long-term housing security.

The organization is governed by a dedicated 14-member Board of Directors—leaders in business, faith, and civic life—who are deeply committed to the Vincentian mission.

DEPAUL INTERNATIONAL

Depaul USA is part of the Depaul International Group of charities which works across the world to end homelessness. The Depaul International Group was founded in 1989 by three Catholic organizations: the Daughters of Charity, the Passage Day Centre, and the Society of St. Vincent de Paul. The Group is a member of the worldwide Vincentian Family, a movement of over 2 million people inspired by St. Vincent de Paul who devoted his life to helping the poor, sick and needy. Vincentian values are key to the work of the Depaul International Group. These values include a commitment to help the poorest of the poor – and to place actions ahead of words.

All member-charities of the Depaul International Group are independent and focus on the specific needs of homeless people in their country. Depaul International also partners with DePaul University based in Chicago to oversee the Institute of Global Homelessness – a global research and leadership forum helping a diverse range of international partners to acquire knowledge, skills, and capacity to overcome homelessness.

OPPORTUNITY

Depaul USA seeks a visionary CEO to accelerate growth, diversify revenue, and unite program cities under a shared mission to end homelessness with dignity. At this pivotal point priorities include strengthening staff training, fostering collaboration across program cities, cultivating a welcoming and inclusive workplace, and refining the structure needed to deliver exceptional housing and services. As a learning organization, all efforts are rooted in outcomes and evidence-based practices that move people out of homelessness.

Creating an infrastructure that supports the needs of a developing organization while maintaining the fluidity and autonomy of sites across the country is needed. Balancing accountability with local flexibility will be essential. While all city directors are expected to raise funds for their programs, Depaul USA's lean staffing model means leaders must skillfully manage program needs while cultivating donor relationships.

Beyond its program operations, Depaul USA has the opportunity to elevate its expertise and impact on a national stage. By expanding partnerships with national institutions and developing a unified event strategy, the organization can further awareness, educate stakeholders, and amplify its voice on issues affecting people experiencing homelessness.

Financial sustainability is a key focus. While the Daughters of Charity remain the largest donor, the goal is to increase philanthropic and earned income to 60% of overall revenue and reduce reliance on public funding, which currently accounts for 30% of the budget. Achieving this will require building the infrastructure to support a growing national organization while preserving the autonomy and agility of local sites.

The next CEO will lead a mission-driven, results-oriented organization poised for significant expansion. With a strong foundation and a clear strategic vision, the new leader will scale housing programs, grow private funding, increase earned income, and empower a diverse staff—advancing a mission to serve the most vulnerable with dignity, efficiency, and compassion. For a visionary leader committed to innovation, equity, and systemic change, this is an extraordinary opportunity to make a lasting impact in the fight against homelessness.



THE POSITION

Reporting to the Board of Directors of Depaul USA with a dotted line to the Group Chief Executive of Depaul International, the Chief Executive Officer (CEO) will be the strategic and operational leader of Depaul USA—responsible for advancing its mission, values, culture, and impact. This role spans strategic direction, fundraising, operations, program excellence, and national advocacy. The CEO will embody Vincentian values, walking alongside the most vulnerable, fostering a high-performing and inclusive workplace, and inspiring all stakeholders—staff, Board, volunteers, funders, partners, and those served—to uphold the highest standards of service and care.

As part of Depaul International which operates in seven countries; the UK, Ireland, France, Slovakia, Ukraine, Croatia and the USA, the CEO of Depaul USA will partner with the CEOs of each country. Working in tandem with peer CEOs the leader of Depaul USA will have the opportunity to collaborate and leverage the global network of Depaul International.

The CEO will develop and oversee a combined capital and operating budget of \$11.6M, ensuring fiscal discipline and strategic resource allocation. Additionally, the CEO is responsible for managing and developing a staff of 140 (70 FTEs) and a corps of volunteers with four direct reports: Chief Operating Officer, Director of People and Values, Senior Director of Development and Director of Finance. Ultimately, the new CEO will determine the appropriate staffing model necessary to meet organizational objectives. The person selected for the role will be responsible for creating and managing budgets, setting financial priorities, and diversifying Depaul USA's funding over time to fuel continued success and growth.

The ideal candidate will have passion for Depaul USA's mission and as the public face of Depaul USA, will be responsible for building organizational credibility with all stakeholders. This individual will be adept at cultivating relationships at every level and hear, understand, and respond to varying viewpoints with poise and confidence. The ability to influence and motivate others toward consensus and action will be key.

The CEO will bring experience reporting to or working with a nonprofit board and lead the design and execution of a Board driven strategic plan as well as the development of strategic directions and policy in the fulfillment of the organization's mission. In addition, the next leader will support and assist the Board in recruitment and engagement efforts. This individual will ensure that the operations of Depaul USA comply with Depaul International and Board-adopted policies as well as all applicable local, state, and federal regulations and laws.

Depaul USA seeks a servant leader who serves both as a strategic and operational leader ensuring alignment between vision, operations, and results. Exemplary communication skills, and the ability to influence and cultivate key relationships is required. The new leader will steward a culture of accountability, collaboration, and mission-driven innovation.

KEY RESPONSIBILITIES

- Lead with Vision:**
 Initially the focus will be on continuity and ensuring sustainability and then drive the organization's strategic direction, ensuring financially sustainable growth.
- Build a Future-Ready Organization:**
 Strengthen infrastructure and embed a culture of continuous learning, empowering teams to adapt, innovate, and excel.
- Speak the Language of Vincentian Values:**
 Maintain Depaul USA's values-based culture of humility, equity, compassion, service to the poor and commitment to social justice.
- Expand Community Engagement:**
 Foster strong relationships with government officials, donors, volunteers, non-governmental organizations, and the broader surrounding communities to support Depaul USA's mission.
- Ensure Financial Sustainability:**
 Expand and diversify private funding streams to fuel innovation, scale impact, and ensure long-term sustainability. Oversee grant acquisition, earned revenue, government contracts and financial stewardship.
- Inspire and Empower Staff:**
 Sustain a workplace culture rooted in empathy, accountability, learning, integrity, collaboration, and kindness and foster professional development.
- Command National Attention:**
 Elevate the organization's profile and influence, serving as a spokesperson and positioning it as a recognized leader in its field across the United States.
- Lead on the Global Stage:**
 Actively contribute to and leverage a powerful international network, sharing best practices and amplifying impact worldwide.
- Innovate and Adapt:**
 Implement forward-thinking strategies that anticipate trends in services to people experiencing homelessness and develop data-driven solutions



THE PROFILE

Depaul USA invites a mission-driven business leader to step into the role of CEO at a time of extraordinary momentum and promise. They will have a leadership style that is exemplified by walking alongside the most vulnerable in society. The ideal candidate will do what needs to be done to meet the needs of the people served, be an exceptional fundraiser and able to pivot when opportunities arise.

Someone who brings vision and can implement that vision is required. Qualified candidates will demonstrate the ability to run a business, bring exceptional financial acumen, lead and coalesce geographically dispersed teams, and serve as the lead brand ambassador as the face of the organization.

This individual will have innovative ideas and will bring best practice on serving the unhoused. The successful candidate will have the courage to stay still and assess the organizational structure while remaining open to pressing opportunities.

An excellent listener and effective communicator, the successful candidate will have an inclusive and strategic approach. The ability to develop and leverage key relationships and build credibility among stakeholders is key. The qualified candidate is a self-starter and team player with entrepreneurial talents, a strong work ethic, integrity, and solid judgment.

Successful relationship building and management skills are critical competencies in fulfilling the stated objectives for this position. A track record of professional accomplishments that demonstrates an ability to synthesize and distill ideas and concepts into tangible outcomes is required. An inclusive, collaborative leader, with the ability to articulate and build consensus around major initiatives is imperative.



The person we seek will be a savvy marketer who will continue to grow visibility for Depaul USA and opportunities to address the needs of people experiencing homelessness. They will possess the ability to direct an integrated communications function. As a team leader and team builder, the candidate of choice will have experience working with media outlets.

Qualified candidates will be energized by calculated risk and ambiguity. They will strive for excellence in all facets of service. The ability to provide clear, effective, empathetic, humble and consistent leadership with good attention to detail is necessary. A sense of urgency, a balance between analytical and intuitive skills and a willingness to “roll up the sleeves” is also sought.

The candidate must be highly motivated with the energy and tenacity to guide and lead programmatic initiatives, possess negotiation skills, be decisive and collaborative. The ability to understand diverse opinions and viewpoints while countering with facts in an empathetic manner is needed.

QUALIFICATIONS & EXPERIENCE

- An undergraduate degree from a four-year college or university, or equivalent work experience, is required.
- A graduate degree such as MBA, preferred.
- A minimum of ten years of senior level management experience is sought.
- Ability to travel 20-25%, with one – two international trips annually.





APPLICATION PROCESS

Applications and nominations are being received by Noetic Search. Please submit a current resume and cover letter. For more information, visit our [Noetic](#) or [Depaul USA](#) websites.

SALARY & BENEFITS

\$150,000-\$165,000 plus medical, dental and vision coverage options for employee and eligible dependents, Basic Life/AD&D & Short/Long Term disability, 403(b) retirement plan with employer match and paid time off.

Depaul USA is an equal opportunity employer and considers applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.