



NATIONAL COUNCIL OF
JUVENILE AND FAMILY COURT JUDGES

WWW.NCJFCJ.ORG

ANNOUNCEMENT OF LEADERSHIP OPPORTUNITY CHIEF EXECUTIVE OFFICER Reno, Nevada

Salary Range: \$180,000-\$210,000 per annum, DOE
FLSA Status: Exempt

[Click here to apply!](#)

The National Council of Juvenile and Family Court Judges (NCJFCJ), a national non-profit organization headquartered in Reno, NV, is seeking applications to fill the position of **Chief Executive Officer** to build on the exceptional 89-year record of improving courts and systems practice and raising awareness of the core issues that touch the lives of many of our nation's children and families. As a leader in continuing education opportunities, research, publication development, technical assistance, and policy development in the field of juvenile and family justice, the NCJFCJ is unique in providing practice-based resources to jurisdictions and communities nationwide.

The Opportunity

After ten years of consistently strong stewardship under its current Chief Executive Officer (CEO), the National Council of Juvenile and Family Court Judges (NCJFCJ) is embarking on a transition to new leadership. To guide the organization through this transition and beyond, the NCJFCJ is seeking a dynamic, inspired leader to make an extraordinary impact. The right candidate is hands-on, ambitious, can demonstrate a track record of strategic leadership, can advocate passionately for healthy courts and their connection to healthy communities, and is inventive and creative in increasing and diversifying revenue streams to ensure long-term sustainability. The CEO will lead a dedicated staff in accelerating and enhancing the dynamic, innovative programming the NCJFCJ is known and respected for nationwide.

The Organization

The vital and important work of the NCJFCJ began in 1937 when a group of judges came together looking to improve the effectiveness of the nation's juvenile courts. And over the past 89 years, NCJFCJ has sought to address the myriad of issues in juvenile and family justice courts, among them:

- Child abuse and neglect
- Adoption and foster care
- Juvenile justice
- Family violence

- Victims of juvenile offenders
- Military issues
- Substance Use Disorders
- Behavioral and Mental Health
- Termination of parental rights
- Custody and visitation

One of the largest and oldest judicial education and membership organizations in the nation, the NCJFCJ serves an estimated 30,000 professionals in the juvenile and family justice system including judges, referees, commissioners, court masters and administrators, social and mental health workers, police, and probation officers. For those involved with juvenile, family, and domestic violence cases, the NCJFCJ provides the resources, knowledge, and training to improve the lives of families and children seeking justice. The NCJFCJ resources include:

- Cutting-edge educational programs
- Wide-ranging technical assistance
- Nationally-respected research to assist juvenile and family courts
- Unique advanced degree programs for judges and other court professionals offered in conjunction with the University of Nevada, Reno and the National Judicial College

The NCJFCJ is considered a leader in the provision of cutting-edge educational programming to professionals in the juvenile and family court system. For an overview of NCJFCJ's current major initiatives, please go to: www.ncjfcj.org/about.

The ideal candidate will have the following experiences and abilities:

Leadership and Management

- Senior level nonprofit management experience, including leading, inspiring, and managing a large and diverse staff; managing a multi-million dollar operating budget; collaborating with nonprofit boards; and working with the judiciary and other legal professionals.
- Professional background that demonstrates a strong understanding of juvenile and family law, court systems, and related activities.
- A robust track record of strategic thinking and experience moving an organization in an upward direction including aligning programs, the business model, internal systems and structures, skills of the staff and board, and finances to support that strategy.
- Genuine comfort in the role as CEO of a judicial organization and as lead advocate for the organization's mission.
- Accomplished public speaker who can act as the primary spokesperson for the organization.
- Demonstrated experience managing relationships with diverse stakeholders and sensitivity to the importance of cultural competencies.
- Proven experience in both working with and fostering diversity.
- Ability to proactively identify the needs of the organization's constituency, taking into account insights and support from staff and stakeholders. This includes anticipating changes and performing periodic review, evaluation, and modification of programs.

Financial Management and Planning

- Strong experience understanding and managing the financial complexities of multiple projects and budgets of numerous grants and programs, both currently in existence and in development.
- Ability to manage communication with the board to provide regular comprehensive reports on revenue, expenditures, and other key financial and non-financial metrics.

Government and Community Relations

- Familiarity with public policy issues related to juvenile and family law, and the ability to evaluate and respond to this rapidly changing environment.
- Ability to represent the organization before local, state, and national governmental bodies, and participate in local, regional, and national organizations and activities related to the goals and functions of the organization, in coordination with members of the senior leadership team.

Fund Development

- Strong track record with strategic fundraising, donor cultivation, and long-range resource development.
- Experience in facilitating public and private partnerships and collaborations.
- Ability to provide oversight and direction to the plans and efforts that enhance the funding resources for the organization, in collaboration with the management team, and the board.

Strategic Communications

- Establish relationships with community groups, funders, politicians, and other organizations to further achieve goals of the organization.
- Ability to provide leadership and oversight of communications and to establish good working relationships and collaborative arrangements with the organization's external public relations firm to enhance visibility and awareness of the organization and its impact.
- Experience working with the media and continuing to oversee the development of an organizational communications plan that is strategic, proactive, and inclusive of emerging communications platforms (e.g., social media). Excellent ability to communicate all phases of the organization's programs to the community.

The ideal candidate for the next CEO will embody the following attributes:

- Have the ability to think strategically in order both to solve problems and build coalitions, while also being able to prioritize and multi-task.
- Be a well-organized, purpose-driven, and inspiring leader who can motivate staff to continue achieving excellence.
- Possess cultural sensitivity, good interpersonal skills, and an open mind to various approaches for building relationships, credibility, and trust with all stakeholders (staff, board, donors, funders, and community).
- Respect, understand, value, and seek out individual differences to achieve the vision and mission of the organization.
- Have integrity and ethical standards that help guide decisions and overall atmosphere of the organization.
- Be action-oriented in an inclusive and collaborative manner.

- Be flexible, creative, and entrepreneurial.
- Possess an ongoing interest in courts, communities, families, children, and victims of domestic violence.

Progressive senior leadership experience and an advanced degree in a relevant field such as law, social work, or public policy required. Juris Doctor or PhD strongly preferred. Experience with judicial education organizations is highly valued.

FOR FULL CONSIDERATION, applicants must submit the following no later than July 1, 2026:

- **Completed Application**
- **Tailored Letter of Interest**
- **Résumé or CV**

[Click here to apply!](#)

~ NCJFCJ is proud to be an Equal Opportunity Employer ~

NATIONAL COUNCIL OF JUVENILE AND FAMILY COURT JUDGES POSITION DESCRIPTION

Chief Executive Officer (CEO)

Job Data	<p>Pay Grade: LDR3</p> <p>FLSA Status: Exempt</p> <p>Reports To: President, Board of Directors</p> <p>Date: June 1, 2026</p>
Job Summary	<p>The Chief Executive Officer (CEO) of the National Council of Juvenile and Family Court Judges (NCJFCJ) is responsible for the leadership, direction and overall management of the organization and its staff. The CEO reports directly to and works closely with the President, the Executive Committee, and the Board of Directors. The CEO is accountable for directing the organization's growth and employing best practices to secure the financial resources and human capital required to achieve its goals. In concert with the President, officers, board members, and other members, the CEO serves as NCJFCJ's representative to its key external partners and supporters, including other organizations involved in juvenile and family justice and children's issues, funding bodies and foundations, government agencies, legislative bodies, and the media.</p>
<p><i>In the performance of their respective tasks and duties, <u>all employees</u> are expected to practice and apply the following principles:</i></p> <ul style="list-style-type: none"> • Grasp broad overview of the NCJFCJ and develop working knowledge of its programs and services • Follow organizational and departmental policies, procedures, protocols, and systems • Perform quality work, with or without direct supervision • Interact professionally and respectfully with all staff, members of the organization, public and private officials, faculty, partners, suppliers, local communities, and the general public • Work collaboratively and effectively with all members of the organization, whether as a team player, team leader, or individual contributor • Work independently while understanding the necessity for communicating and coordinating work efforts with managers, staff, and other organizations • Meet professional and work obligations through efficient work habits by meeting deadlines, honoring schedules, and coordinating resources in an effective and timely manner • Be self-motivated and highly responsive to individuals, staff, members, and the organization • Demonstrate independent decision-making, problem-solving, creative thinking, and analytical skills • Approach work with a positive attitude, sense of humor, and energy • Willingness to continuously learn and be flexible • Use discretion in managing sensitive, proprietary, or confidential information • Be responsible stewards of the organization's resources 	
<p>The following generally describes the minimum education, experience, and essential functions required to enter the job and to perform the responsibilities and duties of this position.</p>	
Education and Work Experience	<p>This position will share our commitment to NCJFCJ's vision and mission and bring a variety of experiences and attributes to the NCJFCJ, including the following:</p> <ul style="list-style-type: none"> • Master's degree in law, social work, public policy, or related field; Juris Doctor or PhD strongly preferred • Significant experience and knowledge in organizational management in the field of juvenile and family law, court systems, and related activities • Record of high-level non-profit management and experience • Strong experience managing financial complexities of multiple projects and budgets of numerous programs • Successful experience in fundraising in both the private and public sectors • Demonstrate a general understanding of grants and grant management • Passion or preference for working in a non-profit or grant-funded environment

**JOB DESCRIPTION
CHIEF EXECUTIVE OFFICER (CEO)**

<p>Essential Functions Required</p>	<p>Essential functions and responsibilities may include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Serve as chief executive officer with responsibility for overall management and operation of the organization in a fiscally prudent manner • Provide leadership, motivation, encouragement, feedback and support to all staff • Develop and maintain a staff of diverse and highly qualified individuals in the areas of juvenile and family law so that NCJFCJ remains a leading provider of education, research, policy development, technical assistance, and support for juvenile and family law courts • Develop and maintain a relationship of trust and confidence with the Board of Directors and Executive Committee in order to work collaboratively to further NCJFCJ’s mission • In concert with the President and other members, serve as representative and spokesperson for NCJFCJ with the media, corporations, foundations, other associations, and professional groups, and with local, state, and national political entities • Lead NCJFCJ’s funding efforts to maintain and enhance its support from all levels of government including the U.S. Congress and the executive branch of the U.S. government, the state of Nevada, and the state of Pennsylvania • Lead NCJFCJ’s efforts to identify, cultivate, and maintain funding from corporations, foundations, and philanthropists and individuals, with particular attention to increasing unrestricted revenue • Maintain and develop effective collaborative relationships with other judicial and court-related organizations and organizations involved in child welfare and juvenile justice in order to pursue joint ventures that enhance the credibility and financial status of NCJFCJ and help further its mission • Foster an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization
<p>Supervisory Responsibilities and Requirements</p>	<p>Supervision of professional and support staff assigned to department or program requires effective leadership, team building, and staff motivation skills and includes:</p> <ul style="list-style-type: none"> • Hire new staff utilizing organization’s talent acquisition guidelines (TAG) • Recruits, develops and retains a diverse, high-quality workforce. • Orient and train new staff • Assign, delegate, and oversee work duties • Evaluate performance through continuous feedback and utilizing performance management system • Review and approve time records and leave requests in compliance with NCJFCJ timekeeping policies and practices • Help staff address and resolve concerns or complaints • Provide development activities to staff through mentoring, motivation, coaching, and counseling • Establish and maintain effective team through team building activities • Address performance problems through corrective action and disciplinary process • Familiarity with all NCJFCJ policies • Basic knowledge or familiarity with federal and state employment law and regulations
<p>Physical Demands</p>	<ul style="list-style-type: none"> • Extended periods of sitting • Extended use of desktop/laptop computer and peripheral equipment • Read and analyze fine print for extended periods • Occasional stooping, standing, carrying • Occasional lifting up to 50 lbs. (with assistance) <p>The physical demands of this position are representative of those that must be met in order to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.</p>

**JOB DESCRIPTION
CHIEF EXECUTIVE OFFICER (CEO)**

Work Environment	<ul style="list-style-type: none">• Fast-paced, high-pressure, professional office environment• Evening, weekend, holiday, and overtime work required• Extensive travel, locally and nationally, required
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**The statements herein are intended to describe the general nature and level of the position, but are not necessarily a complete list of responsibilities, duties, and skills required of employees so classified. As such, responsibilities, duties, and required skills may be changed, expanded, reduced, or deleted to meet the business needs of the National Council of Juvenile and Family Court Judges. Furthermore, they do not establish a contract or implied contract for employment.*