



## **Carmen D’Arcangelo, MBA**

### **Qualifications Summary**

Highly experienced, energetic, agile executive leader with proven track record in driving anti-racist multi-level organizational change initiatives while managing the daily nonprofit functional areas of operations, finance, human resources, communication, fundraising, programs, and board development. Recognized for dreaming big, systems thinking and aligning decision making with action to allow organizations thrive in pursuit of their mission. Twenty-five years of experience in executive director, C-level and consulting roles in the food insecurity, art, mental health, foundation, technology, childcare, youth development, housing, and refuge sectors.

### **Professional History**

Valtas Group	Consultant	2018 – Present
Human Resources Strategies International	Sr. Human Resource Consultant	2009 – 2018

### **Accomplishments**

- Spearheaded the HR strategy and operations for a multisite international family business in a fluid, organic environment.
- Grew organization by 100% while developing successful cultural fit tools for recruiting, inducting, training, and performance management across a wide variety of positions.
- Founded organizational advancement social enterprise focused on equity assessments, white & BIPOC alignment coaching and building transformational culture shifting systems.
- Provided senior level equity centered leadership, consulting and coaching in organizational development, strategic planning, and capacity planning.
- Drove internal and external communication, grant making and supported search efforts, as well as hired staff and managed the organization through several site crises.
- Led the 50-person administrative and teaching team through an emergency executive transition following a failed search.
- Revamped finance and accounting infrastructure and initiated a sources and uses of funds process for revenue forecasting.

### **Licenses / Education**

- MBA – Dean’s Scholar, Simmons Graduate School of Management, Boston, MA

### **Previous Valtas Assignments, 2001 to Present**

- Interim Executive Director, LASER Childcare
- Interim Executive Director, Green Plate Special
- Interim Executive Director, Hutch Kids Child Care
- Interim Executive Director, Hilltop Children’s Center
- Interim Executive Director, Communities in School of Seattle
- Interim Executive Director, Vietnamese Friendship Association
- Interim Executive Director, Residence East
- Executive & Board Consultant, Green Tree Early Learning
- Executive & Board Consultant, New Discovery School
- Executive & Board Consultant, Pottery Northwest
- Executive & Board Consultant, Malaria No More