



PRESIDENT & CEO

CINCINNATI, OH

ABOUT THE ORGANIZATION

Lighthouse Youth & Family Services is a safe space that promotes hope and healing in our community. They provide compassionate care for all young people, and every young person and family is treated with dignity and respect. Lighthouse offers an integrated system of care for ages 0-24 designed to guide and track their progress over time. This includes mental and behavioral health services, youth housing, emergency shelter, community juvenile justice services, residential treatment, and foster care and adoption. A national leader in developing services for youth and families, Lighthouse opened the first group home for girls in Ohio in 1969 and has operated the first and only sanctuary for youth ages 10-17 in the Cincinnati area since 1974. Lighthouse is also a pioneer in the effort to end youth homelessness and is the lead agency in the *KEYS to a Future Without Youth Homelessness* initiative in Hamilton County. <https://www.lys.org/>

In Fiscal Year 2024, Lighthouse Youth & Family Services generated the following impact:

- Lighthouse foster parents cared for 228 children.
- 1,154 young people received outpatient mental health services.
- Mecum House welcomed 317 10–17 year-olds seeking safety.
- Youth Housing Opportunities supported 386 young adults in their efforts to achieve independence.
- 73 youths were nurtured at Lighthouse's Cincinnati residential treatment locations.
- 306 young adults found shelter and services at the Sheakley Center for Youth.

THE OPPORTUNITY

- Are you passionate about leading a large nonprofit focused on ending youth homelessness and providing accessible care for all young people in our community, including mental and behavioral health services, youth housing, emergency shelter, community juvenile justice services, residential treatment, and foster care and adoption?
- Have you exhibited strong leadership skills and business acumen to drive results of a nonprofit organization or business enterprise?
- Are you excited to lead a seasoned executive team to implement a multi-year strategic plan?





POSITION SUMMARY

The President & Chief Executive Officer (CEO) has overall responsibility for the quality, development, growth, and sustainability of services offered by Lighthouse. The CEO reports to the Board and works in concert with the Chief Operating Officer, Chief Financial Officer, and Chief Development Officer in managing the business processes. The CEO has responsibility to execute the organization's development and implementation of the strategic plan and work collaboratively with the executive leadership team to ensure organizational capacity and capabilities to achieve the goals of the plan.

Lighthouse Youth & Family Services is governed by a community-based Board of Trustees whose leadership guides and sustains the organization. There are three direct reports and more than 350 employees total. A 2025-2027 multi-year strategic plan for the agency was recently adopted by the Board.

WHAT YOU'LL BE DOING

Leadership & Executive Management

- Be a visible leader and champion of the organization to the staff, key community leaders, government officials, local nonprofit charities with a common interest and the public.
- Leads the development of innovative programs and services to meet the agency's goals and mission.
- Continually reviews and evaluates all programs to make changes as necessary and eliminates programs that are no longer viable.
- Directs the strategic planning process and implementation.
- Ensures that the agency's strategic plans and objectives are met.

Finance, Administration, & Operations

- Recruits and leads the senior management team, including the COO, CFO/CAO, CDO, and other key leadership roles.
- Manages the recruiting, onboarding, training and development of employees.
- Handles performance management and employee relations issues with support of HR.
- Fosters a management system that pushes decision making and accountability to the lowest appropriate level.
- Develops and maintains a diverse staff in keeping with the diverse nature of the agency's clients.
- Ensures the agency exercises good business judgement in all areas of fiscal responsibility and takes corrective action when necessary.

WHAT YOU'LL BE DOING CONTINUED

Community Relations

- Embraces speaking opportunities and other opportunities to enhance the public perception of the agency.
- Participates in policy and advocacy initiatives with City, County, State, and Federal officials.
- Strong oral and written communications skills, which include the ability to write and speak persuasively.

Board Engagement

- Reports to the Board of Trustees on all key goals and outcomes.
- Establishes effective working relationships with the members of the Board for the agency and affiliates.
- Works closely with Board leadership and committees to leverage the expertise and passion of members.

Funding & Fundraising

- Partners with the CDO to attract significant donations for major initiatives.
- Sets overall goals, approve plans and ensure that development efforts are meeting desired targets.



IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in Business Administration, Hospital Management, or a related field of study; or equivalent work experience. MBA, JD, or Master's Degree preferred.
- Seven (7) years professional experience in a leadership role in behavioral health, social service administration, business, healthcare, or related field.
- Proven leadership/supervisory experience.
- Overall management responsibility for a nonprofit agency, company or division of a company.
- Demonstrated success in meaningful budgeting and fundraising for a nonprofit organization.
- Familiarity with government reimbursement programs for health care and related social services preferred.



KEY PERSONAL ATTRIBUTES

- Authentic relationship builder with staff and community partners.
- Visionary and strategic, able to see beyond today's challenges.
- Executive presence, well respected and trusted.
- Driven, approachable, and empathetic.
- Passionate, inspirational, and a good storyteller.
- Visible and accessible to all staff, members, and the broader community.
- Flexible, able to address changing conditions.
- High emotional intelligence when engaging with diverse stakeholders.
- Driven and results-focused with an appetite for growth.
- Community minded, seeking win-win solutions and outcomes.
- A good listener leading to sound decision making.
- Empowers the management team, not a micro manager.

THE PAYOFF

- Lead a financially strong, thriving pillar in the Cincinnati nonprofit community into its next chapter of strategic growth.
- Make a direct impact every day on the quality of life for all young people and the broader Cincinnati community.
- Leverage and enhance collaborative relationships with multiple partners and funders.
- Manage, develop, and inspire an experienced and passionate senior leadership team and organization.
- Enjoy a robust compensation package, including a salary of \$205,000 - \$265,000 based on experience, medical, dental and vision coverages, and ancillary and volunteer plans, including Health Savings and Flexible Savings Accounts, a 401-K plan with company match, and a generous PTO plan.



CINCINNATI AND MORE

The CEO will reside in Greater Cincinnati and be on site every day. Relocation assistance will be provided for an out-of-town candidate. For more information on Cincinnati, visit www.cincinnatiexperience.com and discover what makes our community so vibrant and desirable.

Please visit [**Gilman Partners'**](#) [**website**](#) to apply.



**Michele Plessinger, Partner
Executive Search Consultant**

mplessinger@gilmanpartners.com



**Barry Elkus, Partner
Executive Search Consultant**

belkus@gilmanpartners.com



**Ben Smock
Search Consultant**

bsmock@gilmanpartners.com



Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.