

## **Chief Executive Officer (CEO) – New Cincinnati Non-Profits Alliance**

**Location:** Cincinnati, OH | **Status:** Full-Time | **Reports to:** Board of Directors

### **Why Join Us**

A new organization will emerge from the combination of four nonprofits that have served this community for years - OneSource Center for Nonprofit Excellence, Leadership Council for Nonprofits, Social Venture Partners and Cincinnati Cares.

This is more than an executive position; it's a chance to redefine how nonprofits will collaborate for the greater good. You'll lead a bold movement through transformational change, connect organizations for maximum impact, and help ensure every part of our community will thrive. This organization is positioned for future growth, with plans to expand its programming offerings, financial resources, and workforce.

### **Make a Difference That Multiplies**

The Newly Merged Organization won't just support one mission; it will amplify hundreds of them.

We will be the backbone of the Greater Cincinnati nonprofit community, a dynamic resource center dedicated to making great organizations even greater. Through a powerful blend of services, products, and strategic partnerships, we will equip nonprofits with everything they need to go further, serve more people, and create lasting change.

When you join, you won't just be filling a role, you'll be fueling an entire ecosystem of impact. Every connection made, every resource provided, and every collaboration forged will strengthen the nonprofits that uplift lives across Greater Cincinnati every single day.

We believe in the power of quality, collaboration, diversity, and continuous growth, not just as words, but as the foundation of everything we will do. Our team will be passionate, purpose-driven, and committed to making the Greater Cincinnati region a stronger, more vibrant community for all.

If you're ready to bring your talents to work that truly matters, work that will ripple far beyond a single organization, this New Merge Organization is where you belong.

### **Stronger nonprofits. Greater impact.**

### **The Role**

Reporting to the Board of Directors, the CEO will serve as the organization's highest leader, responsible for advancing mission, ensuring long-term sustainability, and overseeing all operations. This leader will manage staff and volunteers, cultivate donors, maintain compliance, and serve as the face of the organization in the community.

The CEO will be adaptable and capable of wearing multiple leadership "hats", seamlessly balancing visionary strategy, operational oversight, community engagement, revenue generation, and

organizational effectiveness. With a system-thinking mindset, they will ensure people, processes, and culture are aligned for both high performance and equity.

## Key Responsibilities

- **Lead with Vision:** Develop and execute bold strategic priorities with the Board, steering a collaborative nonprofit network toward measurable community impact while staying abreast of philanthropy trends and community needs.
- **Build Collaborative Infrastructure:** Design systems and shared services that will strengthen our clients, improve efficiency, and amplify outcomes. Lead organizational structure design for mission alignment, scalability, and responsiveness.
- **Manage People & Culture:** Inspire and lead staff and volunteers, fostering an equitable, inclusive, high-performing workplace culture. Champion equity, diversity, and inclusion in governance, hiring, programming, and community engagement.
- **Drive Revenue & Sustainability:** Cultivate donors, secure grants, and develop innovative earned-income opportunities that will support long-term financial health. Oversee grant writing, stewardship, and fundraising strategies aligned with brand and mission.
- **Ensure Organizational Excellence:** Oversee operations, programs, compliance, budgets, and fiscal controls with both strategic focus and operational discipline. Maintain compliance with legal, regulatory, and ethical standards.
- **Champion Membership Growth & Stewardship:** Serve as a proactive communicator comfortable with differing member priorities, using strong consultation skills to guide members to services and programs that will best fit their challenges and opportunities.
- **Serve as Public Voice:** Act as spokesperson and relationship-builder with nonprofits, civic leaders, funders, government, and underrepresented communities through speaking engagements, media interactions, and strategic networking.
- **Lead Change with Courage:** Guide organizational transformation, partnerships, and cultural alignment with intentionality, transparency, and clarity. Foster continuous innovation and adaptable problem-solving approaches.

## The Ideal Leader

**Executive Leadership:** 8+ years of C-Suite/Executive Team leadership experience, including leading mission-driven organizations through major challenges (such as COVID-19) and transformation, with deep understanding of ongoing impacts on the nonprofit sector.

**Servant Leadership Mindset:** Will demonstrate authentic servant leadership style, prioritizing the voice and needs of member organizations above personal visibility or ego. Understands that success will come through elevating others.

**Membership Growth & Stewardship:** Proven track record as a proactive communicator comfortable navigating differing member priorities, with strong consultation skills and results-driven approach to recruiting and retaining membership base.

**Adaptability in Problem Solving:** Exceptional problem-solver comfortable with ambiguity and the likelihood that solutions may need revision as new organizational combinations and directions unfold, particularly during the first 18+ months of integration.

**Organizational Design & Systems Thinking:** Skilled in restructuring, workforce planning, cultural alignment, community partnerships, and revenue development using data-driven insights.

**Financial & Fundraising Expertise:** Proven success in securing major gifts, grants, and building organizational capacity while maintaining strong fiscal stewardship and regulatory compliance.

**Compelling Communication:** Authentic, persuasive public communicator and coalition-builder able to balance big-picture vision with operational execution.

**Equity Champion:** Deep, demonstrated commitment to equity, diversity, and inclusion as organizational practice, with experience building high-performing, equitable teams and cultures.

**Education:** Bachelor's degree required; Master's degree (MBA, MPA, MA in Nonprofit Management, Organizational Development, or related field) preferred, or comparable experience.

**Salary Range:** \$100,000-\$115,000

**Preference will be given to applications submitted by Friday, May 22, 2026.**

Link to apply: [CEOSearchNonprofitAlliance@onesourcectr.org](mailto:CEOSearchNonprofitAlliance@onesourcectr.org)