

President & CEO



THE OPPORTUNITY

- Do you understand the culture of poverty and have the passion to work with a leading organization that is eliminating poverty in our region?
- Do you believe in the tenacity of the human spirit to overcome significant challenges?
- Can you leverage your strategic acumen to lead Cincinnati Works into the future while executing a strategic plan?
- Are you a leader who creates a culture of employee development, accountability, and one who supports diversity, inclusion and belonging?
- Do you enjoy being the face of an organization with community partners, donors, business leaders and public officials?



THE ORGANIZATION

[Cincinnati Works](#) is a nonprofit organization that brings hope and encouragement to people living in poverty through a network of comprehensive employment services and over 75 employer partnerships. Founded in 1996 by Dave and Liane Phillips, the organization has helped thousands of job seekers below the federal poverty guidelines find employment and work toward economic self-sufficiency.

Once a Member is established in a stable job, coaching services are provided to enable advancement to higher paying jobs. This provides the community a previously untapped source of entry- and mid-level workers, decreased need for public resources, and a solution-focused strategy to eliminate poverty in the region. These changes lead to the reduction in related problems including



Program Outcomes 2018-2021



1219

Members employed, with 53% 12-month retention



544

Members improved net income, credit score, and/or net worth



800

frontline employees served by an on-site workforce coach, with 80% retaining employment

THE ORGANIZATION *continued*

crime, poor health, and lack of education. With over 30% of the Cincinnati population living in poverty, the acute need for the organization's services is clear. Cincinnati Works is primarily privately funded with support from the city; the FY2022 budget is approximately \$5.1 million.

WHAT YOU WILL BE DOING

The mission of Cincinnati Works is to partner with all willing and capable people living in poverty to assist them in advancing to economic self-sufficiency through employment. Building on the great work that has been accomplished over the past 25 years, the President & CEO will lead Cincinnati Works into the future. The President & CEO will execute the five pillars of the newly created strategic plan. The President & CEO will be the face of the organization and focus on fundraising/revenue generation, maintain a strategic and forward-thinking approach, and further build a culture of employee development and accountability while deepening the value of diversity, inclusion and belonging across the organization, its members and the community.



The President & CEO serves as chief executive of Cincinnati Works (CW), and, in partnership with the Board, is responsible for the success of the organization. Together, the Board and President & CEO assure CW's relevance to the community, the accomplishment of CW's mission and vision, and the accountability of CW to its diverse constituents. The Board delegates responsibility for management and day-to-day operations to the President & CEO, and the President & CEO has the authority to carry out these responsibilities, within these major areas of responsibility:

Mission and Strategy, Fundraising & Revenue Generation, Governance/Board Relations, Community Relations, Administration, Personnel & Culture, Financial Management

The Leadership Team reporting to the President & CEO includes the VP of Development and External Relations, CFO, VP and GM Workforce Connection, Senior Director of HR, and VP of Workforce Development. Together, they will ensure CW's fiscal, operations, fundraising, marketing, human resources, technology, and programmatic strategies are effectively implemented across all segments of the organization.

KEY REQUIREMENTS

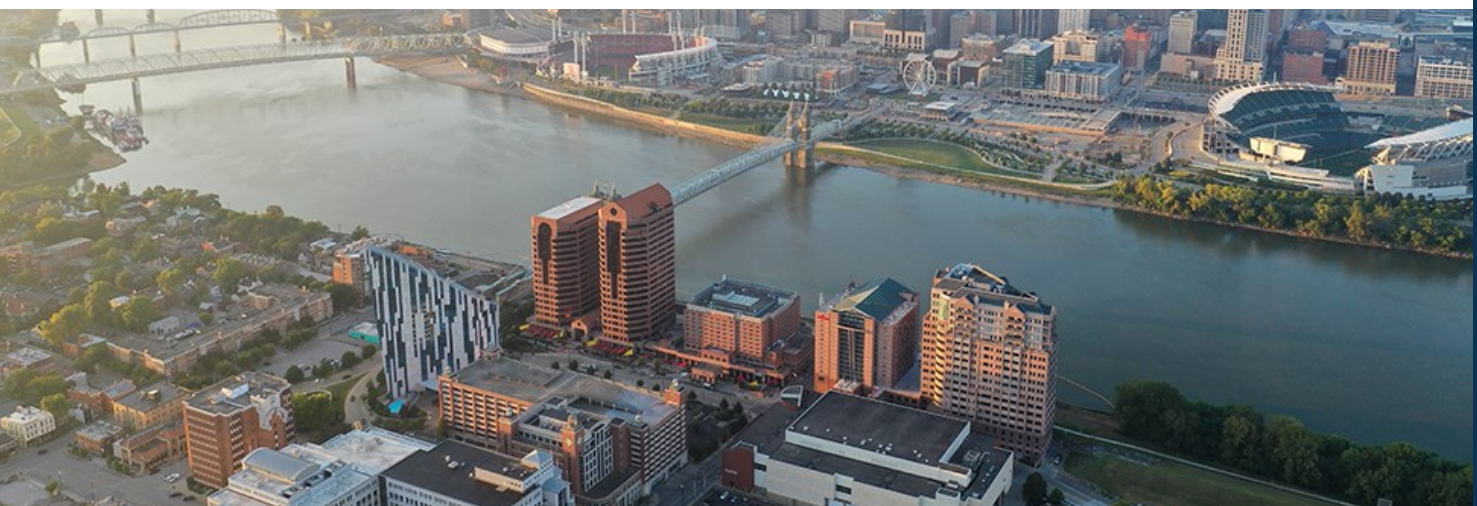
- Demonstrated commitment to the mission of Cincinnati Works.
- Solid strategic acumen with deep involvement in the strategic planning process and execution of the plan for a complex organization.
- A Bachelor's degree or comparable work experience is required; advanced degree a plus.

KEY REQUIREMENTS *continued*

- Minimum of 15-20 years of overall professional experience, with minimum 5 years in an executive leadership position.
- Some experience in the field of philanthropy, not-for-profit management, governance, and community relations is preferred, particularly in the human services sector. Some general knowledge of fund development is also preferred.

PERSONAL ATTRIBUTES

- Passion for and belief in Cincinnati Work's values, mission, vision, and core principles.
- Comfortable with diversity and respectful of a wide range of faiths, beliefs, and life experiences.
- Transparent and high-integrity leadership.
- High level strategic thinking and planning. Ability to envision and convey the organization's strategic future to the staff, board, volunteers and donors.
- Ability to set clear priorities, delegate, and guide investment in people and systems.
- A systems thinker with keen analytic and problem-solving skills.
- Strong goal-orientation, with inclination toward data and impact measurement; ability to interpret and respond to data.
- Excellent relationship building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders.
- Outstanding communication and presentation skills, and the experience and proclivity to be an outgoing spokesperson, relationship builder, and fundraiser.
- A history of success in generating new revenue streams and improving financial results.
- Ability to innovate and lead change.
- Strong commitment to the professional development of staff; successful track record of recruiting and retaining a diverse team.





LEARN MORE & APPLY

This executive search is being led by **Michele Plessinger and Barry Elkus**. Click the link below to confidentially apply now through the Gilman Partners website or use the contact information below to reach out with any questions. Please reference the position title and organization in the email header. [Apply Online](#)



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Gilman Partners is an executive search, talent acquisition and leadership development firm committed to strengthening leadership teams and elevating the overall talent in our communities. We know talent and we work hard every day to ensure our clients find, recruit and develop the top-notch talent they need to be successful.

All persons are entitled to equal employment opportunity and Cincinnati Works does not discriminate against its employees or applicants because of race, color, religion, sex, pregnancy, national origin, ancestry, age, marital status, physical disability, medical condition, or any other classification protected by applicable law.