



HIRING IMMEDIATELY!

Be part of a dedicated team!

We are seeking an experienced and results-driven Chief Executive Officer (CEO) to join our executive team. The Chief Executive Officer (CEO) is an innovative, visionary leader who has the commitment and drive for leading the growth and development of the Partners for Change organization and ensuring it can deliver on its long-term vision.

About Partners for Change

Founded in 1999 to reduce drug abuse and violence among Covington youth, Partners for Change, formerly Covington Partners, has since expanded offerings to include a variety of mentoring, family strengthening, and physical/mental health programs. Partners for Change provides wrap-around support services to River City students in every stage of their educational journey, working every day to keep our community moving forward by eliminating boundaries to learning and success. Through a Community Learning Center method, Partners for Change works to bring together key community stakeholders, including students, families, partner organizations, funders, staff, board members, mentors and volunteers to all work toward the goal of helping the youth of Northern Kentucky reach their full potential in school and in life. For more information, visit <http://www.mycovingtonpartners.org>.

Job Title: Chief Executive Officer (CEO)

Organization: Partners for Change

Location: Hybrid

Reports to: Partners for Change Board of Directors

Type: Full-Time

Overview: The CEO plays a valuable role in Board and staff development, in executing the goals of the organization as set forth in the strategic plan, in partnering with the COO ensuring operational efficiency and in conducting and driving the organization's mission forward. The CEO leverages the power of relationships and networks, possesses a high level of broad business and management skills and is effective at generating resources and financial support for the organization. The CEO is the steward of the brand and works to scale and protect the reputation of the organization. They are responsible for building trust in Partners for Change and its programming by building a strengthened sense of purpose, community presence, relationships, and strategy.

Responsibilities:

Strategic Leadership:

- Develop and implement strategic plans that align with the organization's mission and vision.
- Drive the organization's long-term strategy, ensuring sustainability and growth.
- Oversee the execution of strategic initiatives and organizational goals.

Operational Management:

- Provide oversight to the COO in assisting in the management of the daily operations of the organization, ensuring efficient and effective execution of programs and services.
- Oversee the development and implementation of policies and procedures.
- Ensure compliance with legal, regulatory, and ethical standards.

Financial Oversight:

- Develop and manage the organization's budget, ensuring financial health and sustainability.
- Oversee fundraising planning and implementation, including identifying resource requirements, researching funding sources, establishing strategies, and submitting proposals.
- Ensure accurate and timely financial reporting to the Board of Directors and stakeholders.

Board Administration and Support:

- Support operations and administration of the Board by advising and informing Board members and interfacing between Board and staff.
- Assist in the selection and evaluation of Board members and facilitate effective Board performance.
- Implement Board policies and decisions.

Community and Public Relations:

- Represent the organization at community activities to enhance the organization's community profile and expand its reach.
- Establish and maintain relationships with key stakeholders, including donors, community partners, government agencies, and other non-profits.
- Function as the primary spokesperson for the organization.
- Lead all government affairs and policy efforts at the national, state and local levels.

Human Resource Management:

- Support the COO in overseeing the recruitment, hiring, training, and retention of qualified staff.
- Foster a positive and inclusive organizational culture that promotes employee engagement and development.
- Ensure effective performance management and professional development opportunities for staff.

Risk Management:

- Identify and assess potential risks to the organization, its staff, volunteers, and clients
- Develop and implement strategies to mitigate risks and ensure organizational resilience.

Qualifications:

- Bachelor's degree in business administration, Non-profit Management, Public Administration, or related field (master's degree preferred).
- Proven experience (7-10+ years) in a strategic senior management role, preferably in a non-profit organization.
- Proven experience successfully influencing policy and funding at the local, state and national level to support the organizational goals of Partners for Change.
- Strong leadership and team management skills, with the ability to motivate and develop staff.
- Demonstrated strategic thinking and problem-solving abilities.
- Excellent communication and people skills.
- Knowledge of non-profit governance, finance, and compliance.
- Proficiency in MS Office Suite and relevant software applications.
- Commitment to the organization mission and values.

Additional Requirements:

- Ability to work occasional evenings and weekends, as needed.
- Willingness to travel locally and nationally, as required.
- Commitment to diversity, equity, and inclusion principles.

- This job description provides a framework for the role of a non-profit CEO. Specific duties and responsibilities may vary depending on the size and focus of the organization.

How to Apply:

Interested candidates should submit their resume and a cover letter detailing their experience and why they're the perfect candidate for this role to info@partnersforchange.org

This position description is not to be construed as an exhaustive statement of accountabilities, duties, responsibilities of requirements. Any individual may be required to perform any other job-related activities or functions requested by his/her manager, subject to reasonable accommodation. Partners for Change reserves the right to modify this job description to reflect changes in essential job duties made necessary by changing organizational needs, subject to reasonable accommodation.

Partners for Change is an Equal Employment Opportunity (EEO) employer and does not discriminate on the basis of race, color, national origin, religion, gender, age, veteran status, political affiliation, sexual orientation, marital status or disability (in compliance with the Americans with Disabilities Act) with respect to employment opportunities.