



# CHIEF EXECUTIVE OFFICER

## DAYTON, OH

## ABOUT THE ORGANIZATION

Catholic Social Services of the Miami Valley (CSSMV) provides a broad continuum of social services for residents of Montgomery, Greene, Preble, Darke, Auglaize, Mercer, Miami, Shelby, Champaign, and Logan counties in southwest Ohio. Programs vary by county and include pregnancy and parenting support, supervised visitation, senior services, poverty alleviation services, refugee services, professional counseling, mobility management, guardianship, and Hispanic outreach services.

As one of the official human services agencies of the Archdiocese of Cincinnati in its ten-county service area, CSSMV is a multifaceted \$30 million organization with complex service offerings, 100 employees, and hundreds of volunteers. Now over 100 years old, it serves urban and rural populations from babies to seniors, as its work is woven into the fabric of the Dayton metro community.

**Mission:** Catholic Social Services of the Miami Valley strengthens individuals and families through actions of faith, service and charity.

**Vision:** Creating faithful partnerships to strengthen families and achieve a more hopeful community.

Catholic Social Services of the Miami Valley is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF) for Behavioral Health and Aging Services, NCQA-Accredited for Case Management for Long-Term Services and Supports, Ohio Department of Mental Health & Addiction Services, and is a Better Business Bureau Accredited Charity.

## THE OPPORTUNITY

- Are you ready to lead a highly respected organization with a long-standing legacy of strengthening families across southwest Ohio?
- Do you want to shape strategy and operations across a complex, multi-service agency while making a tangible community impact?
- Can you inspire teams, partners, and donors alike as the visible, mission-driven ambassador of Catholic Social Services of the Miami Valley?



## WHAT YOU'LL BE DOING

As Chief Executive Officer, you will direct and lead the overall operations of Catholic Social Services of the Miami Valley. In partnership with the Board of Directors, you will ensure the organization advances its Catholic mission with strategic clarity, operational excellence, and financial sustainability. You will serve as the chief steward of the agency's culture, resources, and public presence — ensuring alignment with Board policies, Archdiocesan expectations, and all applicable laws and regulations.

### KEY RESPONSIBILITIES:

- **MISSION & GOVERNANCE LEADERSHIP** – Partner with the Board of Directors and the Archdiocese to set vision and strategic direction; ensure programs, policies, and culture reflect the agency's Catholic identity and governing bylaws.
- **ORGANIZATIONAL & OPERATIONAL LEADERSHIP** – Provide executive oversight of all programs and services, fostering a high-performing, mission-driven culture. Ensure effective talent development, succession planning, regulatory compliance, and operational discipline across the organization.
- **FINANCIAL STEWARDSHIP & SUSTAINABILITY** – Safeguard the agency's fiscal health through strong financial management, data-informed decision-making, diversified revenue strategies, and long-term sustainability planning.
- **FUNDRAISING & RESOURCE DEVELOPMENT** – Actively cultivate major donors and key funding partners; support innovative funding models and partner with development leadership to expand philanthropic and institutional support.
- **COMMUNITY LEADERSHIP & EXTERNAL RELATIONS** – Serve as the primary ambassador for the organization, strengthening relationships with parishes, other related archdiocesan ministries, community organizations, funders, and civic leaders to advance the mission and expand impact throughout the region.
- **COMMUNICATIONS & PUBLIC PRESENCE** – Elevate the agency's visibility and reputation through strategic communications and public engagement, ensuring messaging reflects mission, values, and community impact.

Direct reports include Director of Finance and Administration, Senior Director of Programs and Strategy, Director of Northern Counties, Director of Marketing and Development, and Senior Executive Administrator.



## IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

The successful candidate will bring a compelling combination of mission-driven leadership, executive management expertise, and financial sophistication to lead a complex, multi-service human services organization.



- **SEASONED EXECUTIVE LEADERSHIP** – 8+ years of progressive leadership, including senior executive experience in nonprofit, human services, healthcare, or mission-driven organizations.
- **FINANCIAL & BUSINESS ACUMEN** – Expertise in budgeting, fiscal oversight, long-range planning, and managing diverse funding streams.
- **FUNDRAISING & RESOURCE DEVELOPMENT** – Proven success cultivating major donors, institutional funders, and partnering with boards to expand support.
- **OPERATIONAL & ORGANIZATIONAL LEADERSHIP** – Experience leading multi-program or multi-site operations, driving performance, and strengthening infrastructure.
- **BOARD PARTNERSHIP & GOVERNANCE** – Skilled in reporting to and collaborating with boards on strategy, transparency, and shared leadership.
- **REGULATORY & RISK MANAGEMENT** – Knowledge of compliance, government contracting, grants, and risk management in social service or regulated environments.
- **HUMAN CAPITAL LEADERSHIP** – Strong background in team development, succession planning, and fostering a culture of accountability.
- **SOCIAL SERVICE STANDARDS & COMMUNITY SYSTEMS** – Familiarity with national standards, best practices, and community partnerships supporting vulnerable populations.
- **EDUCATIONAL BACKGROUND** – Advanced degree preferred (MSW, MPA, MBA, or related) or equivalent executive experience.



## KEY PERSONAL ATTRIBUTES

- **FAITH-ROOTED LEADER** – A practicing Catholic in good standing with a strong grounding in Catholic Social Teaching and alignment with the mission of the Archdiocese of Cincinnati.
- **STRATEGIC & FORWARD-THINKING** – Sets clear direction, anticipates change, and drives measurable results.
- **AUTHENTIC & TRANSPARENT** – Builds trust through integrity, humility, and open communication.
- **SERVANT LEADER WITH PRESENCE** – Leads with confidence and compassion; a visible and compelling advocate for the mission.
- **EMOTIONALLY INTELLIGENT** – Self-aware, relational, and an attentive listener who values diverse perspectives.
- **INCLUSIVE TEAM BUILDER** – Unifies and motivates diverse teams around shared goals and accountability.
- **COMMUNITY-CENTERED AMBASSADOR** – Energized by external engagement and public representation of the organization.
- **RESILIENT & ADAPTABLE** – Steady and decisive in complex, evolving environments.
- **TALENT DEVELOPER** – Sets high expectations, coaches effectively, and grows leadership capacity in others.

## THE PAYOFF

Lead a highly respected organization with more than a century of impact strengthening families. Oversee a wide range of programs in a well-run, nimble agency where every staff member is connected to the mission. Make a tangible difference in the community while shaping the future of an organization that truly changes lives.

## ADDITIONAL COMMENTS

This is an on-site position in the Greater Dayton, Ohio area. Employees of Catholic Social Services of the Miami Valley will have knowledge of the Catholic faith, a willingness to work for a Catholic, faith-based agency and adhere to the policies of CSSMV. Employees will not publicly oppose the teachings of the Catholic Faith nor publicly advocate for any position in conflict with Catholic teaching, or the specific positions of the Archdiocese of Cincinnati or the United States Conference of Catholic Bishops. This requirement includes any public speech, demonstration or writing including the use of social media or other digital technologies.

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



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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.