

Chief Executive Officer (CEO)

The Point Arc of Northern Kentucky / Greater Cincinnati

Location: Northern Kentucky | **Full-Time** | **Reports to:** Board of Directors

Lead an Organization. Advance a Mission. Strengthen a Community.

The Point Arc of Northern Kentucky is seeking an experienced, mission-driven **Chief Executive Officer (CEO)** to lead the organization into its next chapter of growth, innovation, and community impact.

Founded by parents and built on more than five decades of advocacy and service, The Point Arc supports individuals with intellectual and developmental disabilities (IDD) and their families throughout Northern Kentucky and Greater Cincinnati. Our programs include residential services, employment support, community integration, advocacy, and other services designed to promote independence, dignity, and quality of life.

The Opportunity

The CEO will provide strategic and operational leadership for the organization and will work closely with the Board of Directors to advance The Point Arc's mission, strengthen organizational sustainability, and position the organization for future growth.

The CEO will oversee **operations, financial management, fundraising and development, program quality, regulatory compliance, community relations, and organizational culture**, while serving as the organization's primary ambassador and advocate.

The successful candidate will be a collaborative and strategic leader who understands the unique needs of individuals with IDD and their families and can effectively balance mission, financial sustainability, regulatory requirements, service quality, and employee engagement.

Key Responsibilities

- Partner with the Board to develop and execute a multi-year strategic plan with measurable goals and KPIs.
- Lead the executive team and oversee organizational operations, programs, and service delivery.
- Ensure compliance with applicable federal and Kentucky regulations, including DBHDID, SCL, Medicaid, CMS, and accreditation requirements.
- Provide strategic oversight of budgeting, financial management, forecasting, and long-term sustainability.

- Lead fundraising and development efforts, including major gifts, grants, annual giving, corporate partnerships, and donor relations.
- Recruit, develop, and retain a strong leadership team and foster a culture of collaboration, accountability, respect, and mission-focused service.
- Identify opportunities for organizational growth, new programs, partnerships, and service expansion.
- Monitor trends affecting IDD services, Kentucky Medicaid, housing, workforce, and community-based services.
- Serve as the organization's chief spokesperson and build strong relationships with donors, government leaders, community partners, families, and other IDD organizations.
- Advocate for individuals with IDD and their families and represent The Point Arc throughout the Northern Kentucky and Greater Cincinnati communities.

What We're Looking For

Required:

- Bachelor's degree in business, nonprofit management, public administration, social work, human services, or a related field, or equivalent relevant experience.
- At least **5 years of progressive leadership experience**, preferably in nonprofit, healthcare, human services, disability services, or a related field.
- Demonstrated experience managing budgets, personnel, programs, and organizational operations.
- Experience working with and reporting to a Board of Directors.
- Strong financial management and strategic-planning skills.
- Familiarity with Kentucky DBHDID licensing, SCL waivers, Medicaid-funded services, and home- and community-based services regulations.
- Demonstrated ability to build relationships and lead effectively through change.
- Strong written, verbal, interpersonal, and public-speaking skills.

Preferred:

- 7+ years of senior leadership experience in the IDD services field.
- Master's degree (MBA, MPA, MSW, JD, or related field).
- Proven record of organizational growth, fundraising, donor development, advocacy, and community engagement.
- Experience using data and technology to drive organizational decisions and performance.

Why The Point Arc?

This is an opportunity to lead a respected, mission-driven organization with a strong history of advocacy and service while helping shape its future.

The CEO will have the opportunity to build on The Point Arc's existing strengths, develop new opportunities for growth, strengthen organizational sustainability, and make a meaningful difference in the lives of individuals with IDD and their families.

How to Apply

If you are a strategic, compassionate, and results-oriented leader ready to make a lasting difference, we want to hear from you.

Please submit a resume and cover letter describing your leadership experience, qualifications, and vision for advancing The Point Arc's mission to:

hr@thepointarc.org

Candidates are encouraged to highlight experience in nonprofit or mission-driven leadership, strategic growth, financial management, fundraising, organizational development, regulatory compliance, advocacy, and team leadership.

Learn more about The Point Arc: thepointarc.org