

KITTLEMAN

The First Source for Nonprofit Leaders, Since 1963



positive education program

**Chief Executive Officer
Cleveland, OH**

As one of Ohio's largest non-profit agencies committed to children, Positive Education Program (PEP) provides services, both direct and consultative, for children challenged by complex developmental trauma, mental health issues and autism, their families and the professionals who support them. PEP is committed to understanding and overcoming the significant trauma and chronic stress experienced by many of the youth we serve. Anchored in the time-tested philosophy of Re-EDucation, PEP's family-centered programming is designed to identify and build upon the existing strengths of children, all within therapeutic and supportive environments rooted in trauma-informed practice and the science of brain development. The agency is also a Phase II certified Neurosequential Model of Therapeutics (NMT) site through the [Neurosequential Network™](#).

The next CEO of Positive Education Program will have the unique opportunity to lead and grow this respected, multi-program organization forward into even greater levels of service, visibility and impact. This leader will be a champion for Northeast Ohio's most vulnerable children and young people. The CEO will serve as the face and ambassador of the organization and will also provide clear vision, inspiration and increased visibility to elevate child well-being with both organizational stakeholders and the Greater Cleveland community. Heightened external awareness of PEP's services and reach will further expand opportunities to serve and to support the most vulnerable children, youth and families of Ohio.

Reporting to the Board of Directors, the CEO is responsible for working collaboratively with the Board of Directors, providing overall leadership of the organization and ensuring the implementation of PEP's strategic framework (mission, vision, values and strategic direction) across programmatic, financial and administrative operations of the agency. The CEO will communicate effectively with the Board to assist with the establishment and implementation of the agency's goals, policies and financial structure. This leader will collaborate with and guide the senior team to continue implementing and operationalizing the strategic plan while ensuring that the budget, staff and priorities are aligned with the agency's mission. The CEO and the senior team are responsible for the continuous improvement of quality, profitability and growth by effectively responding to marketplace changes and opportunities in a timely way to ensure that the agency's business changes are implemented and realized to full potential.

We seek a candidate who is a proven and effective leader and who is passionate about improving the quality of life for children, young people and families. This entrepreneurial individual demonstrates leadership characterized by a visionary outlook; has the ability to garner broad internal and external support and consensus; knows how to increase the visibility and philanthropic resources for the organization; can point to success creating strong, effective and

collaborative teams; has sound business, financial and management acumen; and the fortitude to carry forward major new projects and initiatives.

A bachelor's degree from a four-year accredited college or university is required; an advanced degree in management, educational administration, special education, public health or the clinical sciences or equivalent years of work experience are highly preferred. The candidate must have a minimum of ten years of senior managerial experience leading a large, complex organization. Knowledge of and experience dealing with large school districts and/or large, complex and highly matrixed organizations is highly valued. Affiliation with and leadership in local, state or national professional associations and continuing education and professional development is a plus.

The salary range for this position is between \$225,000 and \$250,000 and will be commensurate with experience. PEP offers a benefits package, including but not limited to paid holidays, paid time off, group health, vision and dental, and generous retirement benefits.

To apply, please submit a current resume and letter of introduction to Kittleman & Associates, LLC at www.kittlemansearch.com/positiveeducationprogram (click on the Apply button at the bottom of the page). For best consideration, please submit your application by April 7, 2025.

For more information about PEP, please visit: <https://www.pepcleve.org>.

EQUAL EMPLOYMENT OPPORTUNITY

PEP is committed to providing equal employment opportunity for all qualified employees and applicants. It is our policy to comply with all applicable laws prohibiting discrimination in employment, including but not limited to those that prohibit discrimination regardless of race, color, religion, sex, gender, national origin, disability, age, creed, ancestry, pregnancy, military status, sexual orientation or genetic information. All those employed with PEP must be at least 18 years of age.