



Chief Executive Officer

Jewish Family Service of Cincinnati

Cincinnati, OH

Salary: \$220,000

Executive Summary

The Chief Executive Officer of Jewish Family Service of Cincinnati will lead a highly respected, mission-driven human services organization serving approximately 3,400 individuals annually through programs that include behavioral health counseling, food and emergency assistance including a food pantry, services for older adults, and support for Holocaust survivors. Reporting to the Board of Directors, the CEO will oversee an \$11 million budget, 54 full-time employees, including a senior leadership team, while driving organizational strategy, operational excellence, financial sustainability, and community impact. Key priorities include evaluating the agency's service portfolio to determine which programs should be expanded, streamlined, or sunset; strengthening relationships with major donors, foundations, Jewish Federation of Cincinnati, the Jewish Foundation of Cincinnati, the Foundation for Cincinnati Jewish Seniors, and public funders; diversifying revenue sources amid evolving funding conditions; building organizational trust and culture through strong talent management; and increasing awareness of JFS's full range of services across both Jewish and secular communities. As the organization's chief ambassador, the CEO will partner closely with the Board to strengthen governance, deepen community partnerships, elevate the agency's visibility, and position JFS for long-term growth and relevance. The ideal candidate will bring a demonstrated track record of nonprofit executive leadership, sophisticated fundraising and financial management skills, experience leading organizational change, and the ability to build authentic relationships across a complex network of donors, board members, community leaders, staff, and service partners while advancing JFS's mission of strengthening lives and enhancing community well-being.

The Position

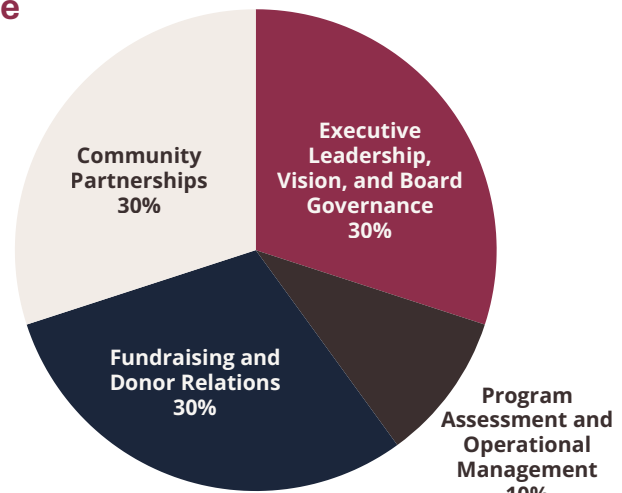
JFS seeks a seasoned CEO with demonstrated experience in relationship-building and fundraising as well as a passion for human services to advance the excellence of the organization's work. Reporting to the Board of Directors, the CEO will have primary responsibility for managing, guiding, integrating and developing the deeply talented professional team at JFS and will represent the agency both within the Jewish community and the community-at-large, enabling it to maintain and grow its presence among clients, partners, and donors.

Immediate Priorities:

- **Review the strategic plan, create a vision, and assess the service portfolio:** Evaluate which programs to maintain, expand, shorten, or sunset based on community need, performance, and staffing capacity (both in behavioral health and community-based programs).
- **Connect and reinforce donor and funder partnerships:** Strengthen relationships with major donors and funders while addressing changing funding conditions. Maintain strong partnership with Jewish Federation of Cincinnati, the Jewish Foundation of Cincinnati, the Foundation for Cincinnati Jewish Seniors.
- **Board Governance:** Work with Board President to redefine purpose, direction, roles, and responsibilities.
- **Diversify revenue:** Identify additional revenue sources and respond to possible reductions or uncertainty in public and major-donor funding.
- **Talent Management:** Engage the staff, build trust with the team, assess team and organizational chart/culture.

Executive Leadership, Vision, and Board Governance

- Lead the organization in alignment with the strategic plan, evaluating progress and recommending adjustments that position JFS for future success.
- Continue to foster an environment that is trusting, transparent, and collaborative for the Senior Leadership Team of JFS.
- Serve as a leader in the Jewish community and the broader social service sector on behalf of the communities which JFS serves. Foster strong relationships and engage and work effectively with partner agencies to achieve shared goals.
- Ensure that financial planning and oversight protects and optimizes JFS's assets.
- Ensure a budgeting process that provides accountability while supporting programming needs and flexibility.
- Collaborate with the Board of Directors to drive innovation and to develop strategic, financial, and operational plans that ensure the organization's sustainability.
- Promote a positive, success-oriented culture that ensures JFS's vision, values, and brand are consistently reflected across staff, programs, and all aspects of the organization.
- Work closely with the Board of Directors to ensure proper oversight, effective communication, and a collaborative partnership.



Program Assessment and Operational Management

- Direct and supervise agency operations across all programs and service areas, ensuring operational excellence through oversight of senior leadership, workforce planning, budget management, performance measurement, compliance, and service delivery.
- Lead program sustainability and service portfolio evaluation efforts by assessing program effectiveness, community demand, and staffing capacity to determine which services should be maintained, expanded, streamlined, or discontinued, ensuring resources are aligned with organizational priorities and long-term impact.

Fundraising and Donor Relations

- Champion multi-channel resource development to support JFS's operations, long-term planning, and facilities; continue leveraging strong private funding to maintain flexibility and resilience.
- Engage younger donors and cultivate the next generation of financial supporters.
- Work closely with the board and development team to drive revenue growth through grants, donors, partners, and individual supporters.
- Foster a culture of creativity to identify and pursue new revenue streams.
- Build on the strong track record of using data to measure program impact to align resources with needs and share powerful stories that connect the community and donors to our mission.
- Collaborate with the Board of Directors to drive innovation and to develop strategic, financial, and operational plans that ensure the organization's sustainability.

Community Partnerships

- Increase community awareness and understanding of JFS services.
- Respond to a rapidly changing external environment.
- Identify new communities to serve and champion efforts to reach them, supporting and inspiring the team as it innovates and adapts to meet emerging needs.
- Strengthen and steward relationships with major funders and community partners, maintaining strong engagement with the Jewish community and other stakeholders to secure ongoing support, enhance collaboration, and advance the organization's strategic and financial goals.

Operating Budget	Direct Reports, Full Staff	People Served Annually
\$11M	4-5, 57	3400 (60% are Jewish)

The ideal candidate for the CEO position possesses the following competencies:

Drives Vision & Purpose

Painting a compelling picture of the vision and strategy that motivates others to action.

Strategic Mindset

Seeing ahead to future possibilities and translating them into breakthrough strategies.

Resourcefulness

Securing and deploying resources effectively and efficiently.

Organizational Savvy

Maneuvering comfortably through complex policy, process, and people related organizational dynamics.

Collaborates

Building partnerships and working collaboratively with others to meet shared objectives through honesty, integrity, and authenticity.

Communicates Effectively

Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences.

Additional Qualifications

- Demonstrated success leading a nonprofit or other mission-driven organization, preferably within the health and human services sector, with responsibility for overseeing diverse programs and fostering a strong, values-driven organizational culture.
- Proven business and financial acumen, with experience driving organizational growth, expanding operational capacity, and strengthening long-term sustainability.
- Track record of cultivating and stewarding relationships with major donors, philanthropic partners, funding organizations, and key community stakeholders.
- Experience assessing and enhancing organizational effectiveness, including program evaluation, workforce planning, revenue diversification, and service delivery alignment.
- Understanding of the Jewish communal landscape, including familiarity with its institutions, values, traditions, and cultural competencies.

Work Environment

JFS Staff work hybrid hours. The office is open 9am to 5pm Monday through Thursday, 9am to 4pm on Fridays.

Our Commitment to Inclusion

JFS is an Equal Employment Opportunity Employer (EEOC) which is committed to providing equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, ancestry, marital status, veteran status, genetic information, immigration status, hair type, or any other protected status covered by federal, state or local law.

Compensation and Benefits

Salary

\$220,000

Benefits

- JFS will pay 100% of the medical, dental, and vision premiums for employees.
- Paid vacation, sick days, 7 federal holidays and various Jewish holidays (20 total holidays included)
- JFS contributes 3% of employee compensation towards a 401{k} plan.
- Relocation Costs Available
- Professional Development Encouraged (Coaching, Conferences, etc.)
- 12 weeks of parental leave

Timeline and Next Steps

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by November.

Recruitment Fraud Notice: DRG is the exclusive partner for this search. Legitimate communications will come directly from DRG using @drgconsulting.com email addresses or their LinkedIn profiles. If you are unsure whether a communication is authentic, please contact the consultant(s) listed in this posting.

Sarah Raful Whinston
Partner
swhinston@drgconsulting.com

[Submit an application](#)

The Organization

Jewish Family Service (JFS) strengthens lives and enhances our diverse community by providing exceptional and transformational human services. For more than 80 years, Jewish Family Service has provided social services to individuals and families of all faiths. Services include emergency and food assistance, and a wide range of support for older adults with the goals of independence and dignity. JFS also supports Cincinnati's Holocaust survivors and Russian-speaking Jewish immigrants. In addition, JFS provides counseling for everyone: children, adults, and seniors. Its care managers offer wrap-around care to older adults, as well as those with socialization challenges or trouble meeting basic needs. JFS offers these services regardless of income thanks to support from the Jewish Federation of Cincinnati, the Jewish Foundation of Cincinnati, the Foundation for Cincinnati Jewish Seniors, Rockwern Charitable Foundation, the Conference on Material Claims Against Germany, United Way of Greater Cincinnati, and generous individual donors.

For more information, please go to <https://www.jfscinti.org/>.

The City

Cincinnati offers a unique blend of affordability, culture, and community. Residents enjoy a lower cost of living compared to many other major cities, while still having access to excellent restaurants, entertainment, and professional sports teams. The city is known for its beautiful riverfront along the Ohio River, scenic parks, and historic neighborhoods. Cincinnati also has a strong arts scene, featuring museums, theaters, music venues, and annual festivals that bring people together. With top-rated schools, growing job opportunities, and a friendly Midwestern atmosphere, Cincinnati provides a high quality of life for families, young professionals, and retirees alike.

The Jewish Community

Cincinnati's vibrant Jewish community offers a welcoming and well-connected environment for Jewish families, including several outstanding synagogues representing a range of denominations, as well as excellent Jewish educational options that begin with early childhood programs for infants as young as six weeks old and continue through day school and other learning opportunities. A strong and highly engaged Jewish Federation of Cincinnati, the Jewish Foundation of Cincinnati, the Foundation for Cincinnati Jewish Seniors play a central role in supporting community initiatives, philanthropy, leadership development, and connections to Israel and the global Jewish community. The Mayerson JCC serves as a true community hub, featuring a state-of-the-art fitness center, indoor and outdoor pools, and year-round cultural, educational, recreational, and wellness programming. Together, these institutions create a vibrant Jewish ecosystem that supports individuals and families at every stage of life while fostering a strong sense of community and belonging.