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RANCHO CIELO
Building Skills. Transforming Lives.



Chief Executive Officer

Rancho Cielo

Salinas, CA

Salary: $185,000 - $225,000

Background

Founded in 2000, Rancho Cielo is one of California's most innovative youth development organizations, transforming the lives of young people ages 16-24 through education, vocational training, counseling, and life-skills development. Situated on a 100-acre campus in Salinas, Rancho Cielo serves young people who have faced significant barriers to success, providing a safe, affirming environment where they can earn a high school diploma or equivalent, develop workforce-ready skills, and build pathways to meaningful careers and productive lives.

Through a unique model that integrates academic instruction, vocational education, counseling, and community partnerships, Rancho Cielo offers nationally recognized programs in culinary arts, construction, welding, automotive and diesel repair, agricultural technology, youth workforce development, and enrichment programming. The organization's impact extends far beyond job training, fostering confidence, resilience, personal responsibility, and long-term economic mobility for hundreds of youth and their families throughout Monterey County.

Rancho Cielo seeks a dynamic, mission-driven **Chief Executive Officer** to lead the organization into its next chapter. Reporting directly to the Board of Directors, the CEO will champion Rancho Cielo's mission, strengthen organizational culture, build sustainable systems and infrastructure, deepen community partnerships, and ensure long-term financial health while keeping student success at the center of every decision.

The next CEO will inherit a well-established and highly respected organization with a strong community reputation, dedicated staff, engaged donors, and a proven track record of changing lives. The successful candidate will have the opportunity to elevate organizational effectiveness, expand philanthropic support, strengthen operational systems, and drive measurable outcomes for students while honoring Rancho Cielo's rich history and mission.

Search Leads: Jennifer Fleischer and Sterling Nelson
Start Date: March 2027 or sooner

To express interest in this position and to receive the full Position Description when available, please click 'Apply' and submit your information.

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