

## *Position Profile: Executive Director*

Reports to: IBH Board of Trustees  
Location: Akron, Ohio

### The Opportunity

---

The next Executive Director for IBH will assume leadership at a pivotal time in the organization's long history. He or she will build upon the foundation of a strong, effective organization—one of the largest, most successful residential addiction recovery programs in Northeast Ohio, known throughout the sector for employing best practices in treatment. The next Executive Director will oversee an experienced, passionate leadership team that is dedicated to the sustained wellbeing of the Center's residents. And he or she will be able to implement a long-term facilities master plan designed to enhance the Center's physical space and best support the challenging work of recovery.



Most importantly, the next Executive Director has the opportunity to impact lives in a real and powerful way. The IBH Addiction Recovery Center offers residents a path to lives of sobriety, serenity, and fulfillment. For those struggling with the disease of addiction, this support is life changing. And in a time of rising substance abuse, of opioid dependency—it is more important than ever.

### More About IBH

---

The **Interval Brotherhood Home**, (now called IBH Addiction Recovery Center, or “IBH”), was established in 1970 on the site of a former Carmelite monastery, and is located approximately five miles southeast of Akron, Ohio. IBH was founded as a recovery community with a philosophy of providing a ‘home away from home’ for an ‘interval’ in someone’s life.

IBH’s 90-bed facility is situated on a serene 70-acre landscaped site, enabling IBH to provide confidential care in a tranquil environment which sets the stage for the recovery process.

With just over 100 staff members, IBH provides residential inpatient addiction recovery services for adult men and women. IBH specializes in treating substance abuse and co-occurring disorders by providing individualized treatment.

**Mission Statement:** IBH offers persons afflicted with alcohol and drug addiction the opportunity to restore hope and gain skills for a lifetime of sobriety.

**Values:** IBH builds its treatment philosophy around four core values: Dignity, Community, Stewardship (Outcomes), and Spirituality.

- IBH values the dignity of every person.
- Treatment at IBH occurs in a community, not in isolation.
- IBH believes that stewardship must be outcome-driven and operate on a theory of change that will maximize our clients' opportunities to develop a life of sobriety.
- Persons have a spiritual dimension. We are made for activities and relationships that align with our true calling and are worthy of our dignity as persons.

**The Past and Future:** Since 1970, IBH has helped more than 17,000 people recover from alcohol and drug addiction. Located in Akron, Ohio where Alcoholics Anonymous was founded, IBH offers persons afflicted with alcohol and drug addiction the opportunity to restore hope and gain skills for a lifetime of sobriety.

IBH uses individualized, abstinence-based, and holistic processes that include clinical and educational treatment, spiritual care, sober housing, employment, training, and transportation. Clients come from all walks of life, cultures, backgrounds, and ages. We address the physical, mental, emotional, social, and spiritual aspects of recovery.

The future is bright with a proposed master facility plan and a strategic plan that includes:

- Deliver exceptional substance addiction recovery programs.
- Build a competent, flexible, and engaged organization.
- Achieve an agile, self-supporting, and sustainable business model.
- Provide for a physical environment that offers a premier residential recovery experience.

**Program Success: IBH REACH Project**

The IBH Reach (Recovery, Education, Accountability, Community, Hope) Project is a peer-based aftercare program for those that complete treatment at IBH. The program helps sustain long-term sobriety by providing organized post-treatment activities that foster friendship, reinforce values, and encourage a strong sense of community and self-esteem. It offers a number of benefits:

Community of sober support. Surrounding oneself with other people in recovery creates a strong community of sober support, a feeling of belonging, and safe friendships.

Meaningful volunteer projects. Volunteer service combats the boredom many experience when re-entering the community without employment. Volunteering helps build self-esteem and a strong work ethic.

Spiritual support groups. Developing a relationship with a higher power helps an individual find clarity, purpose, and meaning in life as they navigate the recovery process.

Giving back. Volunteer service opportunities engage former IBH residents to repay the community in gratitude for the residential treatment the community provided to them in their time of need.

**Results**

84% of REACH participants remain sober while participating in REACH.

## About the Position

---

The Executive Director is responsible for the growth and maintenance of a culture that enables IBH, using proven business best practices, to fulfill its mission by meeting or exceeding its goals; conveying the organization's purpose, vision, mission, and values to all staff members; and assessing goal attainment and motivating staff to continually improve performance.

The Executive Director is responsible for the overall administration and management of IBH:

- Maintaining and expanding programs based on best practices in addiction, therapeutic treatment, and behavioral health;
- Guiding long-term strategic planning for growth and financial stability;
- Leading the team of managers and directors to effectively manage IBH operations and treatment programs;
- Ensuring regulatory and accreditation compliance (including requirements of CARF—Commission on Accreditation of Rehabilitation Facilities—and Ohio Mental Health and Addiction Services); and
- Representing IBH to local, state, and national stakeholders.

### Key Responsibilities

#### Culture, Organization, and Administration:

- Maintains and demonstrates a high level of personal and professional integrity and ethics.
- Sets and models IBH's culture, values, and behavior.
- Demonstrates strong organizational abilities, particularly with the flexibility to execute both strong decision-making and consensus-building.
- Signs contracts, agreements, and other legal instruments on behalf of the organization.
- Maintains Medicaid Managed Care (MCOs) service provider and billing certification.
- Ensures compliance with all EHR (Electronic Health Records) practices and policies.
- Ensures contracts are in place with IT providers that protect all of IBH's electronic data and that good IT practices are in place and adhered to.
- Continually improves all aspects of IBH's operations.

#### Fiscal Responsibility

- Directs and oversees the activities of the Finance Director and bears ultimate responsibility for IBH's fiscal integrity.
- Identifies new financial resources and support sufficient to sustain and grow the organization.
- Responsible for developing and maximizing earned revenues through existing and new programs.
- Establishes and maintains relationships with current and prospective donors to increase philanthropic engagement.



ADDICTION RECOVERY CENTER

- Strives to secure philanthropic contributions and grants from private donors, foundations, corporations and public agencies.
- Works closely with IBH staff, Board, and consultants to develop fundraising strategies for annual operating support, a future capital fundraising campaign, and long-term philanthropy.

#### Human Resources

- Collaborates with and oversees the activities of the HR Director and bears ultimate responsibility for IBH's HR practices.
- Ensures that the work of the organization is supported by clear and effective processes and measurable objectives.
- Assures maintenance of appropriate compensation and benefits, policies, and practices.
- Hires, develops, and retains highly competent, qualified staff with required licenses and credentials.

#### Clinical Operations

- Oversees delivery of high-quality services to clients and their families, following best practices.
- Responsible for continuing growth in areas such as Outpatient Services (may include intake assessments and outpatient treatment).

#### Communication, Marketing, and Outreach

- Translates the organization's strategic plan into realistic goals and objectives in concert with senior staff.
- Serves as chief spokesperson with media and as lead ambassador for IBH with active engagement at community events and with other therapeutic and civic organizations.
- Leads outreach and manages IBH's communications through traditional, social media, and other channels to build recognition for the organization.
- Builds strong relationships with Summit County ADM (Alcohol, Drug & Mental Health), Summit County Health Department, community treatment and mental health providers, and referral sources.
- Builds strong relationships with philanthropic funders to expand organizational financial support.

#### Board Interaction

- Leads IBH's involvement to complete and implement the current Master Facilities Plan efforts in coordination with the IBH and IBH Foundation Boards.
- Coordinates with the Board Chairman to conduct and plan Board meetings, oversees preparation of meeting materials by staff, and participates on Board committees.
- Communicates effectively with the Board in a timely and accurate manner, providing all information necessary for sound decision-making.
- Coordinates with the IBH Foundation Board for facility and operations support.
- Implements IBH Board policy decisions.

## Accreditations

- Maintain CARF accreditation, including renewals.

## Competencies

---

**Competitive applicants possess the following competencies, knowledge, and skills.**

- Significant business acumen, financial management, and business development experience
- Strategic agility
- Managing vision and purpose
- Political savvy
- Organizational agility
- Ability to develop and lead a team and holding them accountable
- Knowledge and experience in addiction recovery programming
- Quality improvement and metrics management
- Ability to lead successful licensure, CARF accreditation, and compliance efforts in a behavioral health facility
- Knowledge of facility, administrative, and clinical operations
- Fund development methods, process, and systems
- Client, customer, and/or stakeholder focus
- Drive for result
- Timely decision-making
- Adaptability and learning agility

## Qualifications and Experience

---

**Successful candidates will have the following qualifications.**

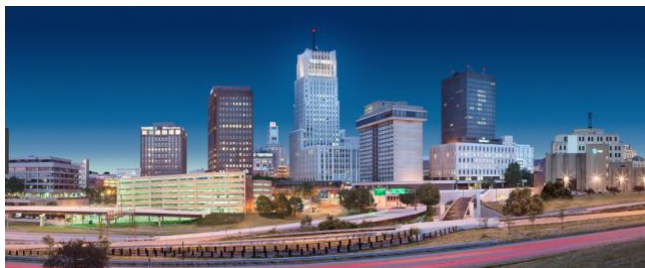
- Minimum of ten years of nonprofit leadership experience.
- Master's degree OR a bachelor's degree and an additional 5 years of directly related leadership and management experience.
- Experience managing a licensed addiction treatment facility is highly desirable.

IBH offers a competitive compensation and benefits package, including subsidized health insurance, paid vacation/holidays, and an IRA employer match. Salary commensurate with experience.

*The company provides equal employment opportunity to all qualified applicants regardless of race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, genetic information, veteran status, or other legally protected classification in the state of Ohio.*

## About Akron

---



Akron—Ohio’s fifth-largest city and the home of nearly 200,000 residents—is a vibrant place to live and work; the city boasts exciting cultural opportunities, urban and natural spaces, a multitude of sports teams, strong infrastructure, and excellent educational institutions.

Akron’s arts and culture scene is alive and thriving, rooted in organizations such as the Akron Art Museum, Ohio Ballet, Akron Symphony Orchestra, and E.J. Thomas Performing Arts Hall—which brings Broadway plays and world-famous entertainers to the city.

In addition to metropolitan life, Akron offers access to pastoral pleasures—animals, parks, and more. The Akron Zoo houses over 700 animals and sees nearly 400,000 visitors per year. The city’s 16 Summit Metro Parks provide more than 150 miles of trails for the whole family to enjoy, from walking along ponds and streams to swimming in lakes. And, Akron is located a few short miles from the Cuyahoga Valley National Park, Ohio’s only national park.

Families can relax and watch games at Canal Park, the new state-of-the-art baseball stadium in the heart of downtown. Akron has recently hosted other exciting sports events, as well: the World Golf Championship Bridgestone Invitational, the World Championship finals of the unique “Soap Box Derby,” and more.

The region offers a variety of educational opportunities, with a mix of public, private, charter, and parochial primary school choices. Akron Public Schools enrolls approximately 22,000 students, making it the fifth largest district in Ohio. (One of these schools is the lauded “I Promise” School, supported by LeBron James—an Akron native.) Akron is also home to numerous higher education institutions, including The University of Akron, a STEM-focused institution, and Kent State University, which is less than a half-hour drive from the city.

Akron boasts a strong economy, supported by a robust network of employers—from Fortune 500 companies like Goodyear Tire and Rubber, to those in healthcare, government, retail, education, electric power distribution, and communications.

## To Apply

---

Benefactor Group is honored to facilitate the search process for IBH. To apply, please send cover letter and resume to: [HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

For inquiries, please contact Ron Guisinger, [ron@benefactorgroup.com](mailto:ron@benefactorgroup.com) or Cathy Fynes [cathy@benefactorgroup.com](mailto:cathy@benefactorgroup.com).

Candidates are urged to visit the IBH website at <http://www.ibh.org/>