

Executive Vice President of Programs and Services

Position Profile

Location: Columbus, OH

Introduction to The Buckeye Ranch

The Buckeye Ranch restores hope and provides healing through a comprehensive continuum of care including mental health treatment, child welfare, and education-based services for children, youth, and their families.

In 1961, the Women’s Juvenile Service Board, which later evolved into the Buckeye Ranch Service Board, opened The Buckeye Boys Ranch on a 75-acre farm in Franklin County, now known as The Buckeye Ranch. Once operating as a treatment center that housed just ten young men, The Buckeye Ranch has developed into a leading provider for emotional, behavioral, and mental health care.

Today, The Buckeye Ranch operates six locations throughout Central and Southwestern Ohio and serves more than 2,500 youth and families each day. The organization utilizes a continuum of tailored programs—ranging from community-based services & education based mental health and child welfare services residential treatment—to *meet parents and youth where they are*.



Hallmark programs include:

- The Buckeye Ranch’s **Residential Treatment Program** offers a secure facility and intensive support—from individual counseling to psychiatric services to music, art, or animal therapy—for youth struggling with the most acute mental health and behavioral challenges.
- The **Foster Care Program** connects children with committed foster families who belong to The Buckeye Ranch’s network of almost 300 homes across Ohio.
- Through **community-based programs**, The Buckeye Ranch provides youth and families with a comprehensive suite of mental health services, such as outpatient care and counseling, home-based treatment, medication management, and other vital services.
- **Day treatment programs**, such as the Bonner Academies, support youth struggling with behavioral problems that impede success in a traditional school environment. By removing barriers to learning, these programs equip students to reach their behavioral and academic goals and ultimately return to their home school districts.
- Other key programs include the **Permanent Family Solutions Network**, which works with families identified as high risk due to abuse and/or neglect, substance abuse, and social determinants; and **Transitional Aged Youth Programs**, which provide youth with housing, guidance, and aid as they transition from foster care or group homes to adulthood and self-sufficiency.

Throughout all programs, The Buckeye Ranch practices four core pillars of quality care: trauma-informed, strength-based, culturally competent, and family-centered care and upholds an enduring commitment to strength and healing.

In short, The Buckeye Ranch *raises hope*.

The Opportunity

The incoming Executive Vice President of Programs and Services (EVP) has the unique opportunity to serve as a critical thought partner to the CEO. This executive will be truly involved throughout decision-making processes at The Buckeye Ranch, helping to steer everything from ideation to implementation. As such, the organization seeks a visionary planner—an individual who can create and defend a strategy and offer a deep understanding of program needs.



In addition, this individual has the opportunity to build upon ever-growing growth and momentum, both for mental health expansion and growth in child welfare for The Buckeye Ranch. The organization, with a strong foundation in place—established over seven decades of effective operations—is in a strong position to grow and innovate. It has been selected as the Care Management Entity for East Franklin County for OhioRISE, an innovative state-wide program that will offer specialized care to 2,750 children with complex needs each year. The Residential Treatment program will undergo a modernization in 2023-24 with a \$20M build and renovation to add Psychiatric Residential Treatment. Now, the EVP will build and execute on the organization’s track record and visualize a path for continued innovation and expansion.

In addition, The EVP will represent The Buckeye Ranch at the local, state, and national level, building a vast network of relationships and connections throughout the mental health and child welfare communities.

Premier programming and robust leadership have earned The Buckeye Ranch a reputation for excellence. Under the guidance of the new EVP, the organization will continue to grow its footprint of hope and healing.

In short, the EVP has an unmatched opportunity to impact the lives of youth and families across Ohio.

About the Position

The Executive Vice President of Programs and Services (EVP) oversees the Residential Treatment, Community and School-Based Services, as well as the Child Welfare programs of The Buckeye Ranch. The new EVP will bring teams together to provide a holistic approach to the continuum of care for children and families. The new executive will build and support collaborative connections between Buckeye Ranch team members and external sources that drive and enhance program growth.

The new EVP will lead strategically, use data and evidence-based programs to generate positive change and growth, foster effective internal and external relationships, and model and create an environment of operational and service excellence.

Key Position Functions

Strategic Planning: Thinks big picture to lead and execute short-term and long-term strategies and plans for achieving organizational goals. Leverages industry expertise and best-practice research to develop and align practical plans. Cognizant of and understands competitive markets, service differentiators, and key business drivers to inform program and service strategies. Adjusts strategic priorities when business needs change.

Leadership and Management: Provides thought leadership and incorporates best practices in operations. Participates in C-suite strategy, policy making, decision making and advising the CEO and other executives on matters related to program and service operations.

Leads and oversees teams to ensure a workplace environment that is collaborative, productive, and supportive. Develops a strong culture of teamwork among direct reports and across the service lines. Promotes a culture of high performance and continuous program and service improvement.

Establishes clear work assignments and performance standards with direct reports. Provides regular supportive feedback and recognition to achieve high team member satisfaction and retention.

Operations and Project Management: Establishes goals, monitors work, and evaluates results to ensure program objectives, delivery standards, operation requirements, and growth and performance objectives are met and consistent with the mission of The Buckeye Ranch.

Makes recommendations for program modification and expansion, exploration, and evaluation of alternative treatment approaches based on external and internal competitive landscape, new industry development and standards, markets, and customers.

Uses data, program trends, and patterns to ensure maximum program effectiveness and efficiency. Analyzes and makes recommendations for the necessary resources and/or changes for improved operation and quality of programs and services.

Works with cross-functional teams to identify and implement solutions that support improvement and organizational growth. Collaborates with Program Directors to develop programs, modeling, and gap analysis. Coordinates and assists with RFP submissions and grant proposals.

Financial Management: Leads and oversees the development and submission of all annual program budgets. Monitors and analyzes monthly program financial reports to ensure overall financial performance and sustainability. Provides appropriate program financial reports and recommendations to Chief Financial Officer and CEO.

Communications: Ensures effective and collaborative interaction and communication across the organization's functional teams. Builds relationships with board leaders, supporters, families, and with other external organizations that align with the work of The Buckeye Ranch. Manages and resolves difficult situations through incorporation of The Buckeye Ranch's core values, specifically respect, honesty, and collaboration.

Risk Management and Compliance: Maintains and demonstrates the highest level of integrity and ethics. Oversees the organization's risk-management activity within the programs to ensure mitigation strategies are being implemented. Proactively and effectively identifies, assesses, and develops solutions to prevent, reduce or eliminate safety, security, and/or liability risks to the organization's facilities, board, staff, clients, residents, and external partners.

Ensures compliance with all standards, regulations, and rules established with program and services provided by the organization, including effective operations and cost management. Supports and completes continuous quality reviews, monitors data and procedures for contracts, licensures, and accreditations.

Position Competencies

Builds Effective Teams	Financial Acumen
Ensures Accountability	Integrity, Ethics, Transparency
Ensures Operational Excellence	Interpersonal Savvy
Business Insight	Plans and Aligns
Collaborates	Self-Awareness
Communicates Effectively	Instills Trust
Manages Complexity	
Decision Quality	

Qualifications

Required

- Master's degree in a related field or equivalent experience
- Ten-to-fifteen years of nonprofit leadership experience with at least five years of experience leading vision and strategy for cross-functional teams

Desired

- LISW-S or LPCC
- Experience in behavioral health and/or healthcare

Application Process

Benefactor Group is pleased to be assisting The Buckeye Ranch with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

To learn more about The Buckeye Ranch, please visit <https://www.buckeyeranch.org/>

About Columbus, Ohio

Of all the places to build a career, you will find Columbus is second to none. With its world-class institutions, booming economy, and affordable lifestyle, the city is a center for innovation. Columbus blends modernity, history, and opportunity seamlessly.

As the 14th largest city in the country and the second-fastest-growing large city in the Midwest, Columbus is positioned for incredible economic expansion. And with the cost of living and housing expenses at 10% and 15% below national averages, respectively, Columbus is an exceptionally affordable place to live and work.



The city's thriving population and burgeoning job growth are attracting high-profile employers and talent alike. *Forbes* has named Columbus as the top city for startup companies, and it was ranked in the leading three markets for entrepreneurs across the country. Large tech companies are flocking to Columbus for the city's talent and infrastructure. Most notably, tech giant Intel recently announced a \$20 billion proposal to build two chip manufacturing plants near Columbus, creating upwards of 10,000 jobs.

The Wexner Medical Center at The Ohio State University and Nationwide Children's Hospital, both national leaders in research, make Columbus a renowned center for world-class healthcare. Nationwide Children's is altering the landscape of pediatric mental health in Ohio. The hospital's Big Lots Behavioral Health Pavilion—the first and largest campus of its kind in the United States—is a pediatric treatment center that combines the services of a mental health crisis unit with inpatient and outpatient care. The hospital's commitment to pediatric mental health positions Nationwide Children's as a leader in the field and a partner in the community—the community to which The Buckeye Ranch belongs. The two, best in class organizations, partner to transform the system of care available to children, youth, and their families.

Growth and innovation create better lives for those who call Columbus home. The Buckeye Ranch does the same. Central Ohio's population and economy is evolving, and The Buckeye Ranch ensures that mental and behavioral pediatric health care keeps pace.