



Position Profile: Chief Executive Officer

Caracole

Location: Cincinnati, OH

About Caracole

Caracole is a leading nonprofit dedicated to positively changing the lives of individuals affected by HIV/AIDS in the Greater Cincinnati region. Founded in 1987, Caracole has been at the forefront of providing comprehensive support, education, and advocacy for those impacted by HIV/AIDS—ensuring access to quality healthcare, stable housing, and the resources necessary to live a healthy life.

Caracole's core work includes:

- **Prevention.** For those living with HIV, through treatment and medications, the virus can be rendered undetectable and un-transmittable, so people can live longer, healthier lives. Caracole advances prevention through free and confidential HIV testing, access to PrEP (an extremely effective preventative medication), harm reduction tools (such as safer-use supplies), and sexual health education.
- **Housing.** With safe and affordable housing, people living with HIV can focus on what is most important: their health. Caracole offers permanent supportive housing, short-term assistance (such as rent support), and education—all to help prevent homelessness and stabilize people living with HIV.
- **Care.** Importantly, Caracole provides individuals living with HIV access to personalized case management and pharmacy services. By providing comprehensive support—helping individuals with everything from medication adherence to cost assistance to mental health care or insurance support—they help to simplify and enhance care.

The name "Caracole" is derived from the Spanish word for "snail shell." As a snail grows, the shell will grow with it. In this spirit, Caracole's dedicated team of professionals, volunteers, and community partners work tirelessly to provide a safe space that grows to meet the changing needs of the people they serve. Through innovative programs and a commitment to continuous improvement, Caracole works to address the multifaceted challenges faced by those living with or at risk of HIV/AIDS.

The essence of Caracole is that together, we can serve as a beacon of hope and a catalyst for change, helping people live well—and thrive—with HIV. Together, we are more than an organization; we are a community of hope, resilience, and unwavering support.

The Opportunity

Caracole seeks a visionary, values-driven leader to oversee the growth and continued evolution of the organization's work as a relentless force for health equity. The incoming CEO will be a thought partner to a committed Board of Directors and leader to an experienced, long-tenured staff that share an unwavering commitment to Caracole's mission to positively change lives in the fight against HIV/AIDS through prevention, housing, and care.



This is a time of extraordinary change in HIV/AIDS prevention and care and Caracole has long been recognized as a leader and innovator in the field. With a nimble, client-centered approach, Caracole has maintained their commitment to the principle of housing first, while responding to emerging and evolving community needs. The incoming CEO will embrace the tradition of revolution in HIV/AIDS services and bring a commitment to working joyfully with communities to address urgent needs through a lens of diversity, equity, and inclusion.

The incoming CEO of Caracole will be an experienced nonprofit leader with proven experience building relationships with diverse communities and navigating complex institutions. As a key leader in the Greater Cincinnati community, the CEO will represent Caracole at the Cincinnati/Hamilton County Continuum of Care, local health departments, Ohio Department of Health, and with dozens of community partners. They will develop a strategy and engage key partners and community leaders to expand Caracole's reach and implement a scalable, sustainable model for intentional and long-term growth. The incoming leader will bring deep management experience and a commitment to working collaboratively to build operational capacity among, and strong working relationships with, the staff.

The ideal candidate will thrive in collaborative and visionary roles and bring the expertise to create the operational infrastructure and community support to achieve ambitious goals. Building on the organization's signature programs, and in collaboration with Caracole's exceptional board and staff, the new CEO will set a course to expand the organization's impact, prioritizing racial and health equity through client-centered housing support, case management, prevention, and treatment.

About the Position

The Chief Executive Officer (CEO) provides strategic leadership and day-to-day management of Caracole, reporting to the organization's Board of Directors. The CEO will

- provide vision and articulate a strategy for Caracole's future; strengthen the organization's position as a leader and innovator in the fight against HIV/AIDS.
- collaborate with local and regional leaders to identify pathways for continued growth of Caracole's reach through innovative programs and partnerships.
- demonstrate a passion for and knowledge of the organization's mission and provide strong leadership to staff and volunteers; understand and implement best practices of nonprofit board governance.

Key Position Functions

Leadership and Management: Manage a results-driven, client-centered staff and provide leadership to the team. Ensure a strong culture of inclusion, accountability, transparency, and communication. Encourage innovation and creativity and lead by example. Oversee the development of metrics for effective team performance. Ensure that the agency demonstrates a strong commitment to diversity, equity, and inclusion in all practices and operations.

Governance: Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. In partnership with the Executive Committee, develop and implement the organization's strategic plan. Support the Governance Committee in identifying and recruiting board members, ensuring that Caracole's leadership reflects the diversity of its partner populations. Serve as an ex officio member on all board committees.



Vision and Strategy: Develop and articulate a vision and strategy for Caracole’s future and mission. Seek and understand input and objectives of the community, board, staff, and other key stakeholders. Anticipate future needs and developments for the organization. Provide leadership in developing and implementing programmatic, organizational, and financial plans and policies. Develop, in collaboration with the Board of Directors, strategic and operating plans that meet Caracole’s mission, changing lives in the fight against HIV/AIDS through prevention, housing, and care. Ensure plans and activities align with the overall strategy, and use a lens that prioritizes diversity, equity, inclusion, and access.

Advocacy and Community Relations: Understand the importance of alliances and partnerships. Maintain a high level of visibility and engagement with current and potential partners. Establish sound working relationships and cooperative arrangements with community, political, and corporate groups; volunteer organizations; and the general public to enhance services. Develop, strengthen, and nurture relationships with local, state, and national groups to facilitate funding, recognition, and broad support for Caracole’s mission.

Communications and Resource Development: In partnership with the development team, oversee grant writing, fundraising planning, and implementation, including identifying resources of support and establishing development strategies. Assure the agency and its mission, programs, products, and services are consistently presented in a strong, positive image to relevant stakeholders. Oversee design, marketing, and promotion of services. Ensure strong collaboration across the resource development team and with other departments and staff within the organization. Maintain strong partnerships with current and potential funders.

Financial Management: In partnership with the CFO and Finance Committee, oversee the creation of the annual budget, ensuring that budget expectations are met or appropriately adjusted and communicated. Prudently manage the organization's resources within those budget guidelines according to current laws and regulations.

Qualifications

Education:

- Bachelor’s degree in public or business administration, social work, public health or related field, or equivalent experience. *Master’s degree preferred.*

Experience:

- Six or more years’ experience in progressive leadership in a nonprofit organization.
- Proven experience in project management and program development.
- Experience developing positive relationships with local governments and community groups.
- Exemplary verbal and written communication.
- Demonstrated leadership in nonprofit financial management and budgeting.
- Understanding of and compassion for individuals living with chronic disease.
- Demonstrated commitment to Caracole’s mission and personal values that align with Caracole’s core values: unconditional inclusivity, relentless advocacy, practical innovation, absolute accountability, and radical optimism.



Competencies and Attributes for Success in the Position:

- Collaborates
- Drives vision and purpose
- Cultivates innovation
- Communicates effectively
- Instills trust
- Develops talent
- Interpersonal savvy
- Client focus
- Courage
- Values differences
- Nimble learning
- Builds networks
- Organizational savvy
- Balances stakeholders
- Financial acumen
- Strategic mindset

Compensation:

The expected salary range for this position is \$180,000-\$200,000, commensurate with experience, and a comprehensive benefits program including medical, dental, and vision insurance; short- and long-term disability insurance; basic life insurance; a 401(k) with 3% employer match; 11 paid holidays per year and generous PTO package.

Equal Opportunity Employment

Caracole is an equal opportunity employer in accordance with federal and state statutes and regulations. Caracole hires and employs without regard to actual or perceived age, race, color, national or ethnic origin, natural hair or hair types associated with race, ancestry, marital or familial status, sex, gender, sexual orientation, gender identity or expression, marital status, pregnancy, chest or breastfeeding, military or veteran status, HIV status, religion, or disability.

Caracole makes reasonable accommodations for qualified individuals with disabilities to the extent required by law. Caracole is a recovery friendly employer.

Application Process

Benefactor Group is pleased to be assisting Caracole 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 resume and formal cover letter in PDF format to:

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

To learn more about Caracole, please visit <https://caracole.org/>.

Please do not contact Caracole staff or Board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.



About Cincinnati

Cincinnati—named among the best cities for young professionals, for those with an active lifestyle, for families, and for affordability—is one of the nation’s most promising places to live and work. The metro area, which is the largest in both Ohio and Kentucky, boasts a vibrant arts and cultural scene, top-ranked educational institutions and hospitals, five Fortune 500 companies, four professional sports franchises, and some of the best parks the country has to offer.

- Cincinnati has been named one of the most vibrant art communities in America, with iconic landmarks and Art Deco architecture, outdoor murals, BLINK (the world’s largest light experience), and an abundance of world-class museums and cultural institutions. Among them: the Cincinnati Art Museum, the Cincinnati Symphony Orchestra, the Contemporary Arts Center, Playhouse in the Park, the Cincinnati Opera, and the Cincinnati Ballet. Residents can also explore art galleries in Mt. Adams and Over-the-Rhine and attend cultural and food festivals year-round.
- A foodie city, Cincinnati offers a wide range of locally owned restaurants, markets and cafes (including Findlay Market, the oldest continuously operated public market in Ohio), and a rich beer brewing history.
- Beyond cultural attractions, Cincinnati is also home to top-rated educational opportunities. This includes some of the best public high schools in the country—according to U.S. News & World Report, more than 60 area schools are listed in its top “high rankings.” It also includes a plethora of colleges and universities: the University of Cincinnati, with its nationally recognized co-op program; Xavier University; Mount St. Joseph University; and Cincinnati State, along with options in Northern Kentucky.
- Residents, too, have access to outstanding healthcare options, including high-quality emergency and specialist care at UC Health, and Cincinnati Children’s, the #1 children’s hospital in the nation.
- The city is full of exciting sporting events, as well: the Cincinnati Reds (MLB and the nation’s first professional baseball team); the Cincinnati Bengals (NFL); FC Cincinnati (MLS); and the Cincinnati Cyclones (ECHL)—as well as exciting college athletics.
- Cincinnati is home to an extensive public park system. 87% of Cincinnati residents live within a 10-minute walk to a park, placing the city among the top ten in the nation for best parks, according to the Trust for Public Land.