

Chief Executive Officer

Position Profile

Location: Akron, OH

Introduction to IBH Addiction Recovery

IBH Addiction Recovery (IBH) is a cornerstone in the Akron, Ohio, community, helping people recover from addiction and gain skills for a lifetime of sobriety. For adults with drug and alcohol addiction, including those with a co-occurring mental health disorder, IBH provides a tailored continuum of care, including Residential Treatment, Day Treatment, Outpatient Programs, Aftercare, and Recovery Housing, all complemented by spiritual guidance.

Since its founding in 1970, IBH has served tens of thousands of people from all backgrounds, striving to ensure that everyone who seeks addiction recovery finds a place of belonging, healing, and hope. As addiction continues to devastate families and communities, IBH remains at the forefront of addressing this crisis. With Ohio ranking fifth nationally in overdose deaths, IBH's mission is more critical than ever, driving us to expand access to care and deliver innovative, evidence-based solutions for lasting recovery.

Treatment Approach and Values

IBH's evidence-based services and treatment approach follows the Substance Abuse and Mental Health Administration's eight dimensions of wellness: Emotional, Environmental, Financial, Intellectual, Occupational, Physical, Social, and Spiritual. Additionally, IBH builds its treatment philosophy around four core values:

- **Dignity:** IBH values the dignity of every person.
- **Community:** Treatment at IBH occurs in a community, not in isolation.
- **Stewardship (Outcomes):** 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.
- **Spirituality:** People have a spiritual dimension. We are made for activities and relationships that align with our true calling and are worthy of our dignity as people.

Service Locations

The IBH Main Campus, located approximately five miles outside of Akron, offers 85 acres of serene, rolling grounds, and thoughtfully designed facilities, creating a tranquil space for healing and recovery. Combining updated historic buildings with modern treatment spaces, the campus features a Therapy Center, Education Center, and expansive green spaces that foster reflection, community, and transformation.

The Firestone Park Outpatient and Aftercare Facility is conveniently located on the METRO RTA bus line near downtown Akron and the Main Campus. Here, IBH provides a spectrum of outpatient programs and the IBH REACH aftercare program. The facility's features—versatile meeting spaces, a computer lab, a drop-in center, and onsite peer support and referral services—foster recovery through practical resources and community connections.

2019-2024 Strategic Plan

IBH's strategic plan outlines key priority areas to advance its mission of offering personalized addiction treatment and supporting sustainable sobriety:



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- **Enhancing Treatment Programs:** Expanding services across the continuum of care, adapting to Medicaid requirements, and integrating mental health awareness into addiction recovery, with an emphasis on personalized and family-inclusive treatment options.
- **Strengthening the Team:** Attracting and retaining high-quality staff through enhanced recruitment strategies, training, career development, and engagement initiatives, while fostering a diverse and inclusive work environment.
- **Board Development:** Building a strong, accountable Board of Trustees through orientation, education, and governance best practices to provide effective leadership and oversight.
- **Increasing Visibility and Community Engagement:** Launching a comprehensive marketing plan, strengthening donor relationships, and celebrating IBH's achievements to ensure that IBH is recognized as a premier addiction recovery provider.
- **Ensuring Financial Sustainability:** Diversifying funding streams, improving operational efficiencies, and maintaining robust financial performance to support long-term growth and stability.
- **Campus Improvements:** Creating inviting and secure facilities, aligned with the organization's values, through master planning efforts and facility enhancements to meet evolving client and staff needs.

The plan emphasizes collaboration, continuous improvement, and alignment with IBH's values of dignity, community, stewardship, and spirituality to ensure the organization remains a leader in addiction recovery services.

About the Opportunity

IBH Addiction Recovery seeks a collaborative, experienced, visionary leader to oversee the agency's continued success serving individuals with high-quality, responsive, person-centered care. The incoming CEO will collaborate with a committed Board of Trustees and a talented staff to shape the vision and strategy to guide the agency into its next era.

The ideal candidate will be an experienced leader of large, multi-functional teams and bring a strategic approach to working with staff at all levels to continue providing best-in-class, client-centered care. They will bring—or quickly gain—an understanding of the operations and funding mechanisms of residential and outpatient recovery programming. In partnership with the talented Board of Trustees, the IBH Foundation Board, and staff, they will build relationships with diverse stakeholders including partner agencies, law enforcement, clients, and donors to elevate the organization's profile and continued impact.

Key Position Functions

Vision and Strategy: Develop and articulate a vision and strategy for IBH'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. Develop, in collaboration with the Board of Trustees, strategic and operating plans that anticipate marketplace trends and meet IBH's mission as



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well as address demonstrated community need for recovery and associated mental health and behavioral health needs. Ensure plans and activities align with the overall strategy.

Leadership and Management: Hire and manage a results-driven staff and provide leadership to the team. Oversee staff development, providing ongoing coaching and feedback on employee performance. Ensure a strong culture of accountability, transparency, and communication. Set and model IBH's culture, values, and behavior. Develop metrics for effective team performance. Manage the organization and operations with a focus on continuous improvement.

Governance: Serve as primary staff liaison to IBH's Governing and Foundation boards. Develop, maintain, and nurture a high-performing Board of Directors through strong governance standards and practices. In partnership with board leadership, onboard new board members and develop plans to leverage expertise and relationships and deepen engagement. Coordinate with the IBH Foundation Board for facility and operations support. Ensure board members of diverse viewpoints and backgrounds are engaged in the substantive work of IBH.

Financial Management: Direct and oversee the activities of the Chief Financial Officer and bear ultimate responsibility for IBH's fiscal integrity. 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. Interpret financial data for board and staff, ensuring financial performance aligns with agency priorities.

Advocacy and Public Policy: Understand the importance of alliances and partnerships. Maintain a high level of visibility and engagement with current and potential partners. Build and maintain strong relationships with Summit County ADM (Alcohol, Drug, and Mental Health), Summit County Health Department, community treatment and mental health providers, and referral sources. Develop, strengthen, and nurture relationships with local, state, and federal legislators to facilitate funding, recognition, and broad support for addiction treatment and mental and behavioral healthcare.

Program Development and Oversight: Collaborate with staff leadership to develop and implement programs that support the organization's mission and strategic goals and address unmet needs in the community. Conduct periodic and ongoing needs assessments. Establish and/or maintain exemplary standards for client service. Ensure policies and procedures align with agency, state, federal, CARF, and other governing procedures. Maintain Medicaid Managed Care (MCOs) service provider and billing certification. Assess opportunities for partnership and identify pathways to expand the organization's reach and impact.

Resource Development: Lead revenue development and fundraising initiatives to ensure IBH has the resources to sustain and grow its work. Work closely with IBH staff, board, and consultants to develop fundraising strategies for annual operating support, future capital needs, and long-term organization's sustainability. Ensure alignment of resource development goals and agency needs.

Competencies Required for Success

- Builds networks
- Business insight
- Communicates effectively
- Cultivates innovation
- Decision quality
- Develops talent
- Drives vision and purpose
- Financial acumen
- Global perspective
- Interpersonal savvy
- Political savvy
- Resiliency
- Resourcefulness
- Organizational savvy
- Strategic mindset

Qualifications

Successful candidates should have the following qualifications.

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

IBH Addiction Recovery 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 classifications in the state of Ohio.

Salary and Benefits

IBH Addiction Recovery is pleased to offer a competitive compensation and benefits package for this position. Target base compensation for the position is \$150,000-\$175,000, commensurate with experience.

Application Process

Benefactor Group is pleased to be assisting IBH Addiction Recovery 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 IBH Addiction Recovery, please visit <https://www.ibh.org/>

Please do not contact IBH Addiction Recovery staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.



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About Akron, Ohio

Nestled in the heart of Northeast Ohio, south of Lake Erie, Akron is a vibrant city known for its rich history, diverse culture, and thriving community spirit. Located on the Glaciated Allegheny Plateau in the Great Lakes region, its central location provides easy access to major cities like Cleveland and Pittsburgh, as well as a well-connected regional transportation network. A hub for innovation and thriving culture, Akron offers an appealing mix of urban amenities and small-town charm.

- Akron boasts an affordable cost of living well below the national average. Housing costs are remarkably budget-friendly, with options ranging from historic neighborhoods to modern developments, and a diverse array of neighborhoods, each with its own unique character and appeal.
- Home to Ohio's only national park, the beautiful Cuyahoga Valley National Park, the region provides bountiful opportunities for outdoor activities such as hiking, biking, skiing, and kayaking. Sixteen county parks span a combined 15,000 acres, feature three nature centers, and offer more than 150 miles of scenic trails.
- The city features a variety of cultural and historical attractions, including the Akron Art Museum, the Civic Theatre, Ohio Conservatory of Ballet, Akron Symphony Orchestra, and a robust calendar of community events and festivals year round. Akron also has a deep history in the civil rights movement: Sojourner Truth delivered her iconic 1851 "Ain't I A Woman" speech in Akron, and noted civil rights leaders Frederick Douglass, Booker T. Washington, W.E.B. Du Bois, and Martin Luther King, Jr. all delivered speeches in the city.
- Akron is home to a wide range of educational opportunities for learners of all ages and stages. The city is served by Akron Public Schools, which provides innovative educational models; the area also offers several private and charter schools, including I Promise School, founded by Akron native LeBron James. University of Akron offers nationally recognized STEM and business programs, while nearby institutions like Kent State University, expand options for higher education.
- A regional leader in health and wellness, Akron is home to leading healthcare institutions that provide top-tier care across a range of specialties, such as Summa Health, Akron Children's Hospital, Cleveland Clinic Akron General. Residents benefit from a strong network of healthcare providers and programs focused on preventive care, ensuring accessible and comprehensive services for individuals and families.