



OE Enterprises

Invites Your Interest in the Position of

CHIEF EXECUTIVE OFFICER



If you are a nonprofit manager with significant experience in the behavioral health, employment, and workforce development sectors, [OE Enterprises](#) invites you to consider the opportunity to serve as its next **Chief Executive Officer (CEO)**. OE Enterprises is a nonprofit 501(c)(3) organization serving individ-

The next CEO is a highly effective manager with fund development experience, knowledge of business practices, and earned income possibilities.

uals with disabilities in several communities within the State of NC. The ideal candidate is a visionary leader with demonstrable knowledge of the function, philosophy, and advocacy of services for individuals with intellectual and developmental disabilities. This Executive sought is sensitive, empathetic, and passionate about enhancing

funding and programs to improve programs and services for the OE Enterprises community. The **CEO** will exercise creativity in establishing unity and consistency in many areas including health and safety and continued COVID safety practices across the organization's varied geographic regions.

The Board desires a **CEO** with strong financial acumen who can effectively navigate changes in state and federal billing including Medicaid; funding specifically impacting community rehabilitation facilities, and legislation that will change the service delivery and funding of programs for persons with disabilities while ensuring understanding and compliance across the organization of these changes. The next **CEO** demonstrates impeccable decision-making and problem-solving skills — one who can unite stakeholders around a collective vision. The OE Enterprises **CEO** can seamlessly balance maintaining a presence in all service areas throughout NC — Alamance, Orange, Randolph, Granville, Montgomery, Durham, Wake and Person counties and support Ability ONE contracting in both NC and SC. The **CEO** will interact with key stakeholders at all local, state, and federal levels, ensuring strategic direction of the organization while juggling the daily demands of overseeing nonprofit operations.



OE Enterprises is committed to creating opportunities for personal and professional growth for persons with disabilities and other barriers.

About the Organization:

Founded in 1981, OE Enterprises is committed to creating opportunities for personal and professional growth for persons with disabilities and other barriers. OE provides services to clients both in community and facility-based services. Primary counties served include Alamance, Durham, Orange, Wake, Person, and Randolph. OE Enterprises serves approximately 450-750 individuals annually through a variety of employment and training services including vocational services, community employment and supported employment programs, job retention, day support programs and community activity and transition.

OE offers services primarily to adults and provides school age transition services to NC high/middle schoolers in select counties as well as partnerships with Ability One/Source America and IFB. Services support individuals with disabilities, as well as socio-economic challenges and barriers to employment. OE Enterprises is proud to serve as an employment resource for the community and provide vocational and pre-employment training to individuals with disabilities and disadvantages. All training is geared to the individual's abilities and designed to meet specific vocational goals.

OFFICE LOCATIONS

Hillsborough (Headquarters)

Burlington
Asheboro

COUNTY SERVICE LOCATIONS

Alamance
Orange
Randolph
Granville
Montgomery
Durham
Wake
Person

ABILITY ONE CONTRACT SITES:

South Carolina
Charlotte
Raleigh
Wilmington



OE Enterprises serves as an employment resource for the community and provides vocational and pre-employment training to individuals with disabilities.

About the Position:

Reporting to the Board of Directors, the **CEO** of OE Enterprises is responsible for overseeing financial sustainability, administration, programs, public policy, and advocacy, executing the organization's strategic vision, and ensuring Board participation. Managing the organization's approximately \$7 million annual budget and overseeing a team of 165 talented and competent staff, the **CEO** will execute OE Enterprises' vision of promoting achievement, self-reliance, life choices, and respect through relationships with community partners while ensuring quality service delivery that aligns with the mission, values, and goals of the organization.

The next **CEO** will work collaboratively with the Executive Leadership team comprised of an Accounting Director, Human Resources Director, Director of Community Employment, and Director of Transition in implementing the organization's Strategic Plan 2022 – 2025 while tracking and measuring progress to achieve the following strategic goals:

- Engage in a fundraising strategic planning process and implement goals identified in the fundraising strategic plan.
- Implement a comprehensive and effective marketing and public awareness strategy to increase awareness and outreach.
- Strengthen infrastructure to ensure and grow organizational capacity.
- Build a solid infrastructure to support and maintain a quality Community Integrated Services model that drives outcomes while being efficient, appropriate, and impactful.
- Build and sustain impactful advocacy activities.
- Continue to build a culture that supports and values diversity, equity, and inclusion.

A popular — and beautiful — fundraiser for OE is engaging with the community to sponsor planter boxes for the garden, which allows clients to learn about and enjoy gardening and horticulture. All donations go toward activities and programs at OE.



With an office located in the organization's headquarters in the Town of Hillsborough in Orange County, the **CEO** will establish and expand connections within counties served while also occasionally traveling to the Burlington and Asheboro offices, community sites, and Ability One contract sites in South Carolina and various areas in NC including but not limited to Charlotte, Wilmington, and Raleigh. The **CEO** will also travel to state and national conferences and meetings.

In addition to strategic goals, the next CEO has several key priorities:

- Evaluate the structure and effectiveness of the Board of Directors, operations, staffing, and programs while collaborating with the Board, staff, and key stakeholders to implement the organization's strategic priorities, goals, and metrics and recommend changes as needed to ensure sustainability of service delivery.
- Enhance and expand the organization's resources, mission-related earned income programs, and funding streams to support operations, future goals, and growth.
- Focus on state and federal changes to programming and funding and implement needed changes;
- Develop and implement a staff development plan — strategically addressing career succession and enhancing staff training and professional development to build and improve skills of existing staff, achieve performance excellence, and develop staff for promotional opportunities and varied job assignments.

Qualifications:

A Bachelor's Degree with extensive nonprofit (10+ years) experience or equivalent experience is required. A Master's Degree is preferred with at least 5+ years in a human services-related field or management-related field (Public Administration; Business Administration; Human Services; Social Work; Public Law, etc.). Ten or more years of progressive leadership experience is required. The ideal candidate has experience with diverse fundraising, DEI initiatives, and managing multiple funding streams including Federal and State contracts. Experience with Ability One/Source America is preferred. Up to 15-25% travel is required, mostly in-state.



During OE Enterprises' Staff Appreciation Month, Directors Denise Puryer and Amy Kathleen Miller delivered Appreciation Gift Baskets to Job Coaches, Job Developers, Evaluators and Community Case Support Specialists to thank them for supporting employment for individuals with disabilities.

The Successful Candidate:

- is an empowering leader with impeccable integrity dedicated to supporting and preserving a cohesive team by eliminating silos, seeking commonality across functions, and working effectively to ensure a passion for the mission;
- has knowledge and experience with individuals with disabilities;
- possesses knowledge of best practices in staff training and development in nonprofit operations to further support continuity of service, engagement, and retention;
- has a successful track record in program assessment and development, resource development, varied asset management, and building relationships with partners, donors, and board members;
- builds awareness of the organization, advocates for and is effective in explaining the services and mission of the organization to stakeholders and effectively builds commitment with community stakeholders, other nonprofit organizations, and service consumers for the organization's programs;
- has advocacy experience at the local government level and an understanding of local, state, and federal policies that impact and govern individuals with disabilities and employment and workforce development programs;
- is experienced in navigating state and federal funds and contracts and has a track record of writing and securing grant funding;
- has knowledge of nonprofit governance and is experienced in developing, managing, and coordinating all financial operations, and ensures all investments and expenditures are handled and maintained according to Board policy and direction;
- is collaborative, entrepreneurial, and innovative with programming design and development;
- possesses excellent verbal and written communication skills with demonstrable ability to effectively facilitate meetings, present publicly, and provide professional and appropriate business level written information utilizing various media;
- possesses well-developed interpersonal skills and abilities, diplomatically communicating and working with diverse personalities and populations;
- is resilient in the face of challenges and seeks innovative solutions to problems; and,
- is disciplined and values accountability with high expectations of self and others while also being an effective and respected leader.

About the Community:

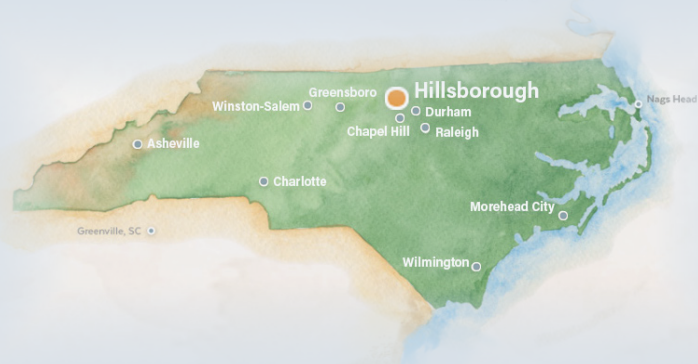
The **CEO** is headquartered in the administrative office for OE Enterprises in Hillsborough, NC — just west of the Triangle cities — Raleigh, Durham, Chapel-Hill and close to the Triad cities — Greensboro, High Point, and Winston-Salem. Hillsborough is a historic area that attracts artists and writers, and you can enjoy exploring attractions such as the Oconeechee Mountain State Natural Area and Riverwalk, a greenway along the Eno River that is part of the N.C Mountains-to-Sea Trail.



Oconeechee Mountain State Natural Area offers a quick escape into nature with trails winding through forests of mountain laurel and rhododendron. (visithillsboroughnc.com)



Riverwalk is a paved, accessible, urban greenway along the Eno River in Hillsborough. It is a popular trail for walking, jogging and cycling. (visithillsboroughnc.com)



With a population just under 10,000, Hillsborough is conveniently located close to Durham, Chapel Hill, and Carrboro in NC. Its scenic beauty, graceful architecture spanning three centuries, and lively arts and culture scene provide a charming area to live and work.



Churchton Street in historic downtown Hillsborough (Warren LeMay)

Salary:

The hiring range for the **CEO** is \$100,000 - \$125,000 depending on experience and qualifications. OE Enterprises provides a comprehensive benefits package that includes health, vision, dental, employer-paid life insurance and optional insurance plans as well as PTO and 11 paid holidays. Although no residency requirement exists, the position does require on-site hours at the Hillsborough administrative offices and time (weekly/monthly) in Alamance and Randolph Counties as well as site visits/reviews to Ability One contract and IFB sites; ability to work remotely 1-2 days per week.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates>, and click on the

Chief Executive Officer – OE Enterprises, NC title.

To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the organization’s Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants should apply by January 8, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on January 31 – February 1, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to hiring@developmentalassociates.com. OE Enterprises is an Equal Opportunity Employer.



Downtown Hillsborough offers something for everyone — take a stroll on the Riverwalk, browse locally owned shops, or grab dinner and a drink. (visithillsboroughnc)



The recruitment and selection process is being managed by Developmental Associates, LLC