

Chief Executive Officer

NeighborHub Health

Cincinnati, OH

Salary: \$255,000-\$275,000

BACKGROUND

Driven by the tenets of Compassion, Care, and Community, NeighborHub Health has served Cincinnati's unhoused community since 1986. Formerly known as Cincinnati Health Network, NeighborHub Health is the city's foremost provider of medical, dental, and behavioral healthcare services for people who are unhoused and those living with HIV/AIDS. NeighborHub's commitment to meeting unhoused people where they are is at the forefront of the organization's program delivery and goals for expansion.

NeighborHub Health partners with area agencies, hospitals, shelters, and meal providers to offer quality healthcare to those who are unhoused. Through its mobile clinics and permanent sites within several of NeighborHub's shelter partners, NeighborHub continues to reach and care for the growing numbers of Cincinnati's unhoused. NeighborHub also funds community providers throughout the region who support people living with HIV/AIDS.

With the retirement of Chief Executive Officer Brian Vanderhorst, NeighborHub Health seeks a visionary leader who will build upon the current programs delivered in Cincinnati's tri-state region and expand and scale beyond its current 7-county footprint. The successful candidate will bring a deep commitment to providing care and dignity to the region's unhoused communities, as well as an understanding of public and private funding, particularly FQHC grants, experience partnering with a committed Board of Directors, and leadership skills that support and develop a team of approximately 70 experts while also building external partnerships and presence.

Learn more about NeighborHub Health here at <https://neighborhubhealth.org/>.

The Position

NeighborHub Health's next Chief Executive Officer will step into leadership at a pivotal moment in the organization's history. This is a rare opportunity to guide a highly respected, mission-driven organization with strong organizational health into an exciting period of growth and increased visibility.

NeighborHub Health is fiscally strong, and the CEO will guide a senior team of committed leaders. NeighborHub has deep relationships within Cincinnati and the tri-state region, and actively partners with hospitals and other service organizations to be both agile and visionary in service delivery.

In addition to NeighborHub's main building which houses administrative offices, a dental clinic, pharmacy, and healthcare facility, NeighborHub has also invested in two mobile clinic vans, a state-of-the-art mobile dental van, and has permanent clinics in several men's and women's shelters in Cincinnati. As a grantee of the Ryan White Part C program, NeighborHub's partnerships with HIV/AIDS programs extend beyond Cincinnati to include Southwestern Ohio, Northern Kentucky, and Southeastern Indiana. This funding supports HIV testing, prevention, behavioral health, and case management and are implemented by organizations like University of Cincinnati Medical Center, Caracole, IV-Charis, and MATEC (Midwest AIDS Training and Education Center).

BACKGROUND (cont.)

The Position (cont.)

With a budget of approximately \$8 million supported largely through government grants (primarily FQHC-H funding), reimbursements through Medicaid and Medicare, and revenue from the in-house pharmacy, NeighborHub's staff saw close to 12,000 patients in 2025.

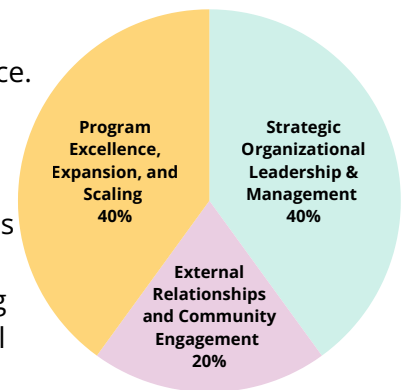
The next CEO will drive innovation in patient outreach and engagement strategies, as well as revenue expansion initiatives within NeighborHub. The CEO will also raise awareness of the unhoused in the Cincinnati region while strengthening collaborations and partnerships that support NeighborHub's commitment to providing the most accessible medical, dental, and mental healthcare services to the area's unhoused communities.

The Chief Executive Officer will steward a deeply community-rooted institution while positioning NeighborHub Health for continued growth and impact – serving as a trusted leader and influential voice for unhoused people in Cincinnati and the surrounding area.

ROLE OVERVIEW

Strategic Organizational Leadership & Management

- Partner with the Board to set organizational direction, ensuring programs are aligned with strategy, FQHC-H and HRSA compliance.
- Provide steady, visible leadership while guiding the organization through change and growth.
- Lead and support a high-performing executive team and staff, fostering a culture of transparency, collaboration, and continuous improvement.
- Serve as the primary liaison to the Board of Directors, supporting strong governance, strategic decision-making, and organizational oversight.



Program Excellence, Expansion, and Scaling

- Working with the program team, ensure the delivery of high-quality, trauma-informed care across NeighborHub Health's program portfolio.
- Use data and outcomes to evaluate program effectiveness, strengthen impact, and guide investment decisions.
- Oversee all operations and systems to ensure efficiency, compliance, and continuous improvement.
- Expand successful NeighborHub services to the cities surrounding Cincinnati, scaling, and implementing while stewarding NeighborHub's resources.

External Relationships and Community Engagement

- Diversify organizational resource development, aligning public and private resources with strategic priorities and opportunities.
- Serve as the organization's chief ambassador, elevating NeighborHub Health's visibility and amplifying its voice among agencies, policymakers, and the public to raise awareness of Cincinnati's unhoused communities.
- Cultivate and steward strategic relationships with government agencies, community partners, hospitals, and other local and regional organizations.
- Engage with Cincinnati's unhoused communities and those living with HIV/AIDS to learn how NeighborHub can best support their health needs.

THE IDEAL CANDIDATE

The ideal candidate for the CEO position possesses the following competencies:

Strategic Mindset Able to foresee long-term opportunities and translate them into breakthrough strategies.	Drives Vision and Purpose Paints a compelling picture of the vision and strategy that motivates others to action.	Instills Trust Gains the trust and confidence of others through honesty, integrity, and authenticity.
Decision Quality Makes good and timely decisions that keep the organization moving forward.	Financial Acumen Interprets and applies key financial indicators to make better decisions.	Builds Effective Teams Builds strong teams with a strong identity that apply diverse skills and perspectives to achieve common goals.

Experience & Values

- Mission-driven leader with deep commitment to providing quality healthcare to unhoused communities and people living with HIV/AIDS, with experience in advocacy and securing resources to support comprehensive service delivery.
- Ten years of senior executive leadership experience preferred, ideally as a CEO/Executive Director or senior leader within a community health center, social services focused nonprofit, or advocacy organization.
- Financial acumen, including budget development and oversight, seeking, and acquiring government funding, and leading operations in organizations of similar size and complexity.
- Demonstrated experience developing and implementing successful initiatives to support the unhoused communities.
- Scaling programs, particularly the successful duplication of successful initiatives in multiple locations.
- Experience in a senior role within an organization that requires FQHC and HRSA regulatory compliance.
- Track record of motivating, leading and mentoring large, multidisciplinary teams.
- Strong belief in the power of diversity and building a workforce reflective of the communities served.
- Collaborative, transparent, and ethical leadership style.

ORGANIZATIONAL STRUCTURE

Leadership Team

The CEO leads a team of committed direct reports including the CFO, COO, Chief Medical Officer, and Chief Dental Officer. In all, the NeighborHub Health staff has approximately 70 full and part-time employees. The Chief Executive Officer reports to NeighborHub's Board of Directors, a group comprised of community leaders, representatives of the unhoused community, and public health experts.

WHO WE ARE

Work Environment

The CEO position is full-time, salaried, and exempt. Standard working hours are Monday through Friday, with flexibility required for evening and weekend responsibilities as needed. The Chief Executive Officer position is based at NeighborHub's office on McMicken Avenue in Cincinnati's historic Over-the-Rhine neighborhood.

Commitment to Diversity

NeighborHub Health is committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the agency and are valued for their skills, experience, and unique perspectives. This commitment is embodied throughout agency policy, guides how the agency advances its mission, and is an important principle considered during agency management decisions.

COMPENSATION AND BENEFITS

Salary

\$255,000 - \$275,000 based on experience.

Benefits

NeighborHub Health offers a competitive benefits package designed to support your health, financial security, and work-life balance, including

- Generous paid time off, including holidays, vacation, personal days, and sick days.
- Comprehensive health, dental, and vision coverage
- Life insurance, short- and long-term disability, and Employee Assistance Program
- 403(b) retirement plan with 3% employer match and an additional Safe-Harbor plan of 4% contribution.

TIMELINE AND NEXT STEPS

To apply, [click here](#). All applicants will receive an email confirming receipt of their application. If you are selected to move forward for an initial screening call, we expect you to hear from us by June.

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[Submit an application](#)

