

Chief Executive Officer

About Orchard Place

Founded in 1886, Orchard Place has grown into one of Iowa's oldest and most trusted nonprofit organizations and a leading provider of children's mental health services. Today, the organization serves nearly 5,500 children and families each year through a comprehensive continuum of care that includes outpatient services, community-based programs, and child and adolescent psychiatric residential treatment. With more than 300 dedicated staff and an annual budget exceeding \$20 million, Orchard Place is accredited by The Joint Commission and certified by the Sanctuary Institute, underscoring its commitment to the highest standards of care, safety, and accountability.

For nearly 140 years, Orchard Place's mission has evolved alongside the changing needs of Iowa's children and families, while its core purpose has remained constant: to help young people heal, find hope, and build resilience in the face of mental health adversity. In a time when one in five children experiences a mental health challenge and too many go without adequate care, Orchard Place provides trauma-informed, healing-centered environments that recognize the impact of trauma and work intentionally to prevent further harm. Every day, Orchard Place's clinicians, educators, and support staff walk alongside children and families during some of life's most difficult moments, offering compassionate treatment, stability, and the tools needed to support long-term well-being and growth.

The Opportunity

The Chief Executive Officer (CEO) will provide visionary, values-driven leadership to advance the mission, strategy, and long-term sustainability of a complex, multi-program nonprofit organization serving children, youth, and young adults experiencing trauma, behavioral health challenges, or system involvement. Reporting to the Board of Directors, the CEO will serve as the organization's chief strategist, culture carrier, fundraiser, and external ambassador, while ensuring strong internal operations, financial health, and programmatic excellence.

The CEO will guide the strategic planning process; the strategic fundraising and advocacy/lobbying efforts of the organization; recruitment, supervision and evaluation of the executive team; and collaboration with the board, key members of the community, donors, legislators, businesses and others to advance the mission of the organization. The CEO will fully embrace and demonstrate the philosophy, values, commitments and practices of the <https://www.thesanctuaryinstitute.org/about-us/the-sanctuary-model/> in guiding the day-to-day interactions with clients, families and staff, and must lead through presence, trust, and accountability. They must balance compassion with

disciplined execution – to steward the organization through growth, change, and evolving community needs.

Orchard Place is at a pivotal inflection point, and the next CEO will inherit an organization with extraordinary purpose, strong brand recognition, and deep community roots, alongside internal and external pressures. The organization will benefit tremendously from a leader who will take the time to observe, listen, learn, and build trust. For the right leader, this is not simply a CEO role – it is a once-in-a-career opportunity to shape the future of a vital institution and expand its impact on children, families, and communities for generations to come.

Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position description, ideal candidates will display the following professional and personal qualities, skills, and characteristics

Mission-Centered, Values-Driven Leadership

- Deep commitment to mission, equity, and trauma-informed practice
- Demonstrated integrity, humility, and ethical leadership
- Ability to center community voice and lived experience
- Strong cultural awareness and inclusion orientation
- Consistent steward of organizational values

Visionary & Strategic Execution

- Proven ability to set a clear, compelling vision
- Track record of translating strategy into results
- Strong long-term thinker with operational discipline
- Sound decision-maker in complex environments
- Ability to align people, systems, and priorities

People-First Culture Builder

- High emotional intelligence and relational leadership style
- Experience building trust and accountability
- Track record of developing and retaining leaders
- Steady, empathetic change manager
- Champion of staff engagement and wellbeing

External Relations, Advocacy, and Community Leadership

- Compelling ambassador for mission and impact
- Proven relationship builder with donors and funders
- Experience advocating with policymakers and community leaders
- Skilled public and media communicator
- Builder of strong community partnerships

Financial Acumen

- Proven financial stewardship and sustainability focus
- Experience overseeing complex budgets
- Strong CFO and finance committee partner
- Ability to align finances with strategy
- Experience diversifying revenue and managing risk

Operational & Governance Acumen

- Sound judgment in regulated environments
- Experience partnering effectively with boards
- Strong understanding of nonprofit governance
- Ability to balance compliance and innovation
- Builder of strong systems and accountability

Clinical and Programmatic Understanding with Quality Orientation

- Understanding of trauma-informed, youth-centered care; strongly preferred
- Commitment to high standards of quality and safety
- Experience using data and outcomes
- Strong partner to clinical and program leaders
- Ability to balance innovation with fidelity

In addition, strong candidates will offer:

- Bachelor's degree required; advanced degree preferred in behavioral health, healthcare, or a related field – or equivalent experience in the healthcare industry
- Minimum 10 years of senior leadership experience
- Demonstrated experience in human services, behavioral health, youth development, housing, or related sectors
- Strong track record in fundraising, people leadership, and board partnership

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$200,000 - \$225,000, accompanied by a generous benefits package that includes health, dental, vision, life, AD&D, long-term disability, short-term disability, a Flexible Spending Account, 401(k) with employer match. Relocation assistance is available for candidates moving to the Greater Des Moines region.

Orchard Place is dedicated to building an inclusive workplace where every individual can thrive. We believe that diversity strengthens our mission and enhances our ability to serve children and families. Orchard Place is proud to be an Equal Opportunity Employer where every voice is heard, respected, and valued.

We do not discriminate on the basis of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, veteran status, or any other protected characteristic. We strongly encourage applications from women, people of color, LGBTQIA+ individuals, people with disabilities, and members of other underrepresented groups.

Learn more about Orchard Place at <https://orchardplace.org/>

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Paul Towne and Tiara Muse. Express interest in this role by filling out our <https://talent-profile.dsgco.com/search/v2/22766>. For recommendations feel free to email the search team directly at orchardplaceceo@dsgco.com. All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NPSIsearchoperations@dsgco.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

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