



 **easterseals**  
Greater Houston  
**POSITION PROFILE**  
**CHIEF EXECUTIVE**  
**OFFICER**



MANEVA



## ORGANIZATION OVERVIEW

For more than 75 years, Easter Seals Greater Houston has provided life-changing programs and services for children and adults with disabilities, caregivers, seniors, veterans, and their families. With a mission to lead the way to 100% equality and access for people with disabilities and their communities, Easter Seals Greater Houston impacts lives where it matters most — at school, at work, at home, and in the community.

Through 13 programs, the organization delivers critical support at every stage of life, serving more than 14,000 families annually. From early intervention and children's therapy to mental health services and employment opportunities for veterans, Easter Seals Greater Houston ensures that families have the resources and tools they need to thrive. Programs also include financial education, coaching, housing assistance, case management, emergency assistance, recreation, and cutting-edge assistive technology solutions, all designed to empower individuals and families, foster independence, and create lasting opportunities across the Greater Houston region.

As Easter Seals Greater Houston turns a critical page, we proudly honor Elise Hough, who is retiring after an extraordinary 20-year tenure as CEO. Under her leadership, the organization expanded its programs and deepened its impact, bringing hope and stability to families at their most vulnerable moments. A visionary and compassionate leader, Elise has infused the organization with purpose, passion, and integrity; cultivating a culture of excellence and laying a strong foundation for this next chapter of growth and service.



For more  
information visit  
the Easter Seals  
Houston [website](#).

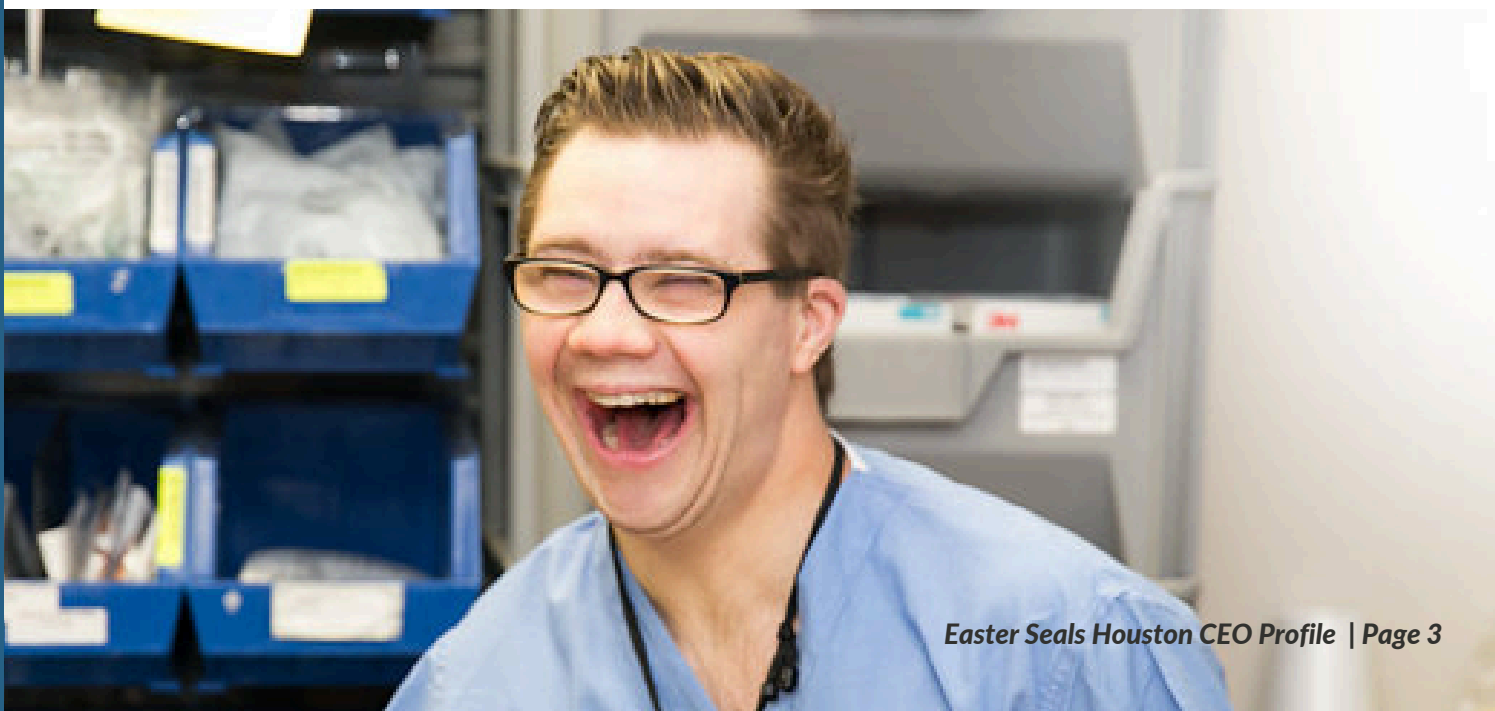
## THE OPPORTUNITY

# CHIEF EXECUTIVE OFFICER

Easter Seals Greater Houston seeks an exceptional, mission-driven leader to serve as its next Chief Executive Officer (CEO). Reporting directly to an engaged and highly committed Board of Directors, the CEO will oversee a \$26 million operating budget, a team of more than 250 employees, and 13 diverse programs that have been central to the organization's success for decades. This is a pivotal moment for the organization as it transitions leadership after two decades of stability and growth, offering a unique opportunity for an experienced and values-driven executive to build upon a strong foundation while guiding ESGH into its next chapter of impact and innovation.

The ideal candidate will bring strong financial and operational acumen, with deep expertise in government contracts, reimbursement models, and cash flow management. This leader will think strategically and holistically, evaluating programs and initiatives through the lens of mission alignment, sustainability, and community impact. They will also be an experienced fundraiser, skilled at cultivating and stewarding relationships with donors, foundations, and key stakeholders to ensure the organization maintains its financial health and expands its reach in the Greater Houston philanthropic community.

Stepping into this role means joining a seasoned, deeply dedicated leadership team, with many tenured staff who have been with the organization for 20+ years. The CEO will earn trust and credibility through a collaborative, transparent, and respectful leadership style that honors the organization's strong culture of service and commitment. This is an opportunity for a leader with both heart and discipline- someone who will champion Easter Seals Greater Houston's mission while ensuring the organization remains operationally strong, financially sound, and deeply connected to the community it serves.



# KEY RESPONSIBILITIES

- **Strategic Leadership & Vision** – Partner with the Board and leadership team to set the strategic direction, ensuring long-term mission alignment, organizational sustainability, and operational excellence.
- **Financial Oversight & Risk Management** – Oversee complex financial operations, ensuring strong cash flow management, compliance, and thoughtful resource allocation to support mission-critical programs.
- **Fundraising and Revenue Growth** – Lead and actively participate in fundraising efforts, cultivating and stewarding relationships with donors, foundations, corporate partners, and the Greater Houston philanthropic community to sustain and grow revenue streams.
- **Program Evaluation and Mission Alignment** – Evaluate existing programs and emerging opportunities through the lens of mission alignment, financial sustainability, and measurable impact for the communities served.
- **Board Partnership & Governance** – Collaborate with an engaged Board of Directors to align on strategic priorities, share timely and accurate information, and strengthen organizational governance practices.
- **Executive Team Leadership & Staff Culture** – Lead, mentor, and support a seasoned executive team and 250+ staff members; build trust, empower leaders, and foster collaboration across long-tenured and newer team members.
- **Innovation & Growth** – Identify emerging community needs and opportunities for growth, ensuring the organization remains a leader in disability services and advocacy.
- **Community Engagement & Advocacy** – Serve as a visible ambassador, strengthening partnerships with media, civic partners, and government agencies to expand the organizations reach.
- **Operational Excellence & Compliance** – Ensure administrative, legal, and contractual compliance for all programs and services, including oversight of government contracts and grant requirements.

# LEADERSHIP PROFILE

## Culture and Transition Leadership

The next CEO will approach this transition with authenticity and emotional intelligence, honoring the organization's rich history and the deeply personal commitment of its staff, many of whom have been part of the team for decades. They will listen first, take time to understand the culture, engage thoughtfully rather than rushing change, and build trust by leading with transparency and respect. With a steady and collaborative approach, this leader will foster alignment across the team while preserving the mission-driven culture that has long been a hallmark of the organization.

## Visionary and Strategic Leader

Guided by a passion for the mission and a strong understanding of the Greater Houston community, this leader will bring the vision and insight needed to guide the organization forward. They will thoughtfully evaluate programs, funding trends, and emerging needs to identify opportunities for innovation and growth. By engaging the Board, staff, and key stakeholders in shaping a clear five-year vision, this leader will position the organization to expand its reach, deepen its impact, and remain a trusted partner to the families it serves.

## Operational and Financial Steward

A steady and disciplined executive, this leader will provide the operational discipline and financial expertise needed to keep the organization strong and stable. They will navigate the complexities of government contracts, reimbursement models, and compliance requirements with confidence and clarity. By staying informed about changes in Texas and federal laws that impact services and funding, this leader will anticipate challenges and make strategic, informed decisions that ensure sustainability and operational excellence.

## Ambassador and Fundraising Champion

Externally, this leader will serve as the visible and trusted face of the organization, cultivating relationships with donors, foundations, government partners, and the broader community. With strong communication skills and a deep connection to the mission, they will share the organization's impact in ways that inspire generosity and engagement. By strengthening and expanding these partnerships, this leader will secure the resources needed to sustain and grow programs that transform the lives of more than 14,000 families each year.



# QUALIFICATIONS

- Proven leadership experience, ideally within nonprofit, healthcare, disability services, or other mission-driven organizations.
- Strong financial and operational expertise, including oversight of complex budgets, cash flow management, and compliance with government funding and reimbursement models.
- Deep understanding of government contracts and regulatory compliance, with the ability to anticipate and navigate changes in Texas and federal laws impacting services and funding.
- Successful track record in fundraising and donor relations, including cultivating major donors, securing grants, and engaging with foundations and corporate partners.
- Exceptional strategic and analytical skills, with the ability to evaluate programs, identify opportunities for innovation, and align resources for maximum impact.
- Collaborative, people-centered leadership style, with demonstrated success building trust and partnerships with staff, Boards of Directors, and external stakeholders.
- Outstanding communication and public presence, including the ability to represent the organization to diverse audiences, from community and board members to donors and media.
- Personal connection to or deep resonance with the mission, with a genuine passion for advancing equality, access, and inclusion for individuals with disabilities and their families.

## LOCATION, COMPENSATION & BENEFITS

This is a hybrid position based in Houston, Texas. The salary range for this opportunity is \$250,000 – \$300,000, commensurate with experience and qualifications. Easter Seals Greater Houston offers a comprehensive benefits package that includes multiple medical plan options, optional dental and vision coverage, life and disability insurance, a 403(b) retirement plan with an employer match, generous paid time off, and other employee support programs such as an Employee Assistance Program (EAP).

## HOW TO EXPRESS INTEREST

To express your interest and explore this opportunity, please submit your **resume** and **cover letter [here](#)**.

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled.

We look forward to receiving your inquiries!



## ABOUT MANEVA GROUP

**Maneva Group** is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: “*Mānav*” meaning mankind & “*Sevā*” meaning service. We are driven by the ideal of our name - **service to humanity**.