



Executive Director – Cleveland Peacemakers Inc.

Location: Cleveland, Ohio

Reports To: Board of Directors

Type: Full-Time, Exempt

Organizational Overview: Cleveland Peacemakers Inc. is a trusted leader in Community Violence Intervention (CVI) in Cleveland, Ohio. Our mission is to reduce and prevent community violence through outreach, intervention, and support services rooted in a public health approach. We work directly with those most impacted by violence—youth, families, and communities—by providing trauma-informed care, credible messenger relationships, and opportunities for healing and transformation.

Position Summary: The Executive Director (ED) will be a visionary and operational leader responsible for the overall management, sustainability, and strategic direction of Cleveland Peacemakers Inc. working closely with the skilled and engaged CPI Board of Directors. The ED must bring a deep understanding of CVI, trauma-informed practices, and community-centered programming as well as nonprofit organizational best practices. This role will prioritize data-informed decision-making and planning, frontline team support, fund development, and building strategic partnerships with government, philanthropy, community organizations, and grassroots stakeholders.

Key Responsibilities (In partnership with Board, staff, contractors, and other volunteers):

Organizational Leadership and Strategy

- Develop and implement a bold, partner- and community-informed vision for CVI strategies and organizational operations in Cleveland and its neighboring cities and CPI's place within the overall CVI ecosystem.
- Maintain partnerships with hospitals, law enforcement (non-enforcement role), community organizations, and funders to support CVI efforts.
- Serve as an ambassador of the organization with stakeholders, including funders, media, community members, and government agencies.
- Operate CPI in alignment with nonprofit best practices and fostering a mission aligned, trauma informed, and equity driven culture.

CVI Program Development and Oversight

- Ensure all programs align with the organization's mission, evidence-based practices, and public health framework.
- Supervise the planning, implementation, and evaluation of CVI programs including street outreach, hospital-based violence intervention, and crisis response.
- Ensure trauma-informed approaches and harm reduction strategies are embedded throughout all interventions.



- Oversee program development and expansion to reach high-risk individuals and neighborhoods with the highest rates of gun violence.
- Oversee CPI data collection and outcome reporting related to shooting victims, retaliatory violence, participant support plans, and conflict mediation.

Community Engagement and Collaboration

- With proper resources, represent the organization at national CVI conferences, trainings, and convenings, and be responsible for bringing back relevant knowledge, models, and strategies to inform and strengthen internal practices and share with community-based organizations (CBOs), stakeholders, and local city and county government partners.
- Build and sustain strong relationships with city leaders, funders, hospitals, schools, and grassroots organizations.
- Advocate for the inclusion of community voices, especially those most impacted by violence, in public safety and health conversations.
- Guide development and execution of marketing and communications to build visibility of CPI and its programs.

Management (Including Finance and HR)

- Lead and manage a multidisciplinary team of outreach workers, hospital responders, program staff, and administrative personnel.
- Foster a culture of accountability, integrity, equity, and healing within the organization.
- Develop and oversee management of the organization's budget, finances, contracts, and reporting requirements.
- Lead hiring, training, and supervision of staff, including credible messengers and frontline workers.

Fund Development

- Develop short-and long-range fundraising plans that address opportunities for growth and diversification of funding
- Identify, cultivate, and secure funding from local, state, and national sources (government grants, private foundations, individual donors).
- Maintain strong relationships with philanthropic partners and ensure effective grant compliance and reporting.
- Advocate for CVI funding and policy change at local and state levels.

Board Engagement

- Work collaboratively with the Board on matters of governance, mission, policy, and planning
- Assign and provide staff resources to support Board committees and other functions
- Ensure that the Board is regularly informed and advised of all major developments and issues
- Assist with Board development and orientation and training of new Board members

Required Qualifications

- Proven leadership experience in nonprofit management, community violence intervention, public health, criminal justice reform, or related field.
 - Minimum of 5 years of senior leadership experience, including team management and organizational development.
 - Deep knowledge of CVI strategies, CVI principles and the role of credible messengers, outreach workers, and interrupters.
 - Strong trauma-informed, restorative justice, and equity lens.
 - Demonstrated success in fundraising and strategic partnership development.
 - Experience with data-driven program evaluation and public reporting.
 - Excellent communication and interpersonal skills, with experience in media, public speaking, and advocacy.
 - Bachelor’s degree or equivalent life and/or work experience.
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Preferred Qualifications

- Lived or professional experience in communities disproportionately impacted by violence.
 - Minimum of 7–10 years of experience in nonprofit leadership, government, or related sector.
 - Masters’ degree in Social Work, Public Health, Criminal Justice, Nonprofit Management, or equivalent experience.
 - Understanding of Cleveland’s neighborhoods, history of violence, and community assets.
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Compensation and Benefits

- Competitive salary based on experience within the range of \$100,000 - \$120,000, commensurate with experience.
 - Comprehensive health benefits.
 - Professional development opportunities.
 - Relocation assistance available.
 - Flexible schedule and wellness-focused workplace culture.
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To Apply: Applicants should provide a cover letter that highlights your qualifications, a résumé, and names and contact information for three professional references. Please email to Lavinia Tighe: ltighe@janusmallassociates.com and note “CPI” in the subject line. While there is no application deadline, review of applications will begin on or about January 12, 2026. Note: interested applicants must be willing to submit a background check as part of the evaluation process.