



Chief Executive Officer | Position Announcement

📍 **Nashville, TN**



About Oasis

Oasis Center was founded in 1969 when a group of young lawyers came together to establish the “Rap House,” a simple community center for runaway teens and youth struggling with addictions. Fifty-six years later, the “Rap House” has evolved into Oasis Center, a nationally recognized organization, where nearly 3,500 youth and families turn for help and direct support every year. Oasis Center provides a wide range of opportunities that reflect the diverse needs of youth and their families, from crisis intervention to youth leadership and community engagement to college and career access. Our 20+ programs and services are based on the foundation of four areas for youth success: Safety, Belonging, Empowerment, and Generosity.

Our Mission:

Building relationships that advance youth well-being, amplify youth voice, and inspire action toward a just community,

Our Vision:

To live in a world where all young people are safe, valued, connected to caring adults, and prepared for productive and fulfilling lives. We believe that progress is made toward this goal when we develop and encourage perspectives based on hope, a vision of what is possible, and the courage to act. We cultivate this change through caring relationships, meaningful action, and thoughtful reflection.





Opportunity

This is an exceptional opportunity for a visionary leader to guide a highly respected and mission-driven organization. The CEO of Oasis Center will step into a role that offers the ability to shape the future of youth services in Middle Tennessee while spearheading innovative growth strategies, strengthening financial sustainability, and enhancing organizational impact.

Oasis Center's mission is deeply compelling, rooted in the belief that every young person deserves to feel valued, supported, and empowered to shape their future. With a 56-year legacy of impact, the organization has built an unparalleled reputation as a leader in youth services, offering a holistic range of programs from housing support to educational and leadership initiatives. The CEO will have the extraordinary privilege of leading a team that transforms lives daily, providing essential services to marginalized and at-risk youth. Oasis Center's commitment to equity, justice, and innovation ensures that young people receive the tools, resources, and community they need to thrive. For a leader who seeks purpose-driven work with real, measurable impact, this role represents a rare and meaningful opportunity to drive lasting change in the lives of Nashville's youth and beyond.

Position Summary

Reporting to the Board of Directors, the Chief Executive Officer (CEO) will oversee key agency operations: fundraising, programs, advocacy efforts, finance, and public relations. The CEO will ensure that the agency operates under its mission and within the parameters of the long-range goals set by the Board while optimizing the investment of agency resources.

Essential Responsibilities

Staff & Program Management:

- Provide vision, leadership, and mentorship to key staff, including direct supervision of the Chief Operating Officer, Senior Director of Development, and Controller.
- Provide leadership in securing and maintaining adequate financial resources for current and new programs.
- Maintain full compliance with all applicable laws, regulations, standards, and best practices governing agency and program operations, including those specific to youth services and nonprofit management.
- Develop and implement policies to ensure the effective and economical operation of Oasis Center's programs and services.
- Ensure evaluation of agency services and implement modifications as appropriate.
- Ensure preparation of annual budgets related to physical, financial, and human resources for approval by the Board.
- In partnership with the COO, provide oversight and direction for the personnel functions of the agency, including approval of personnel actions.
- Foster a culture of collaboration, innovation, and accountability across the organization, and cultivate open communication between leadership and staff to ensure transparency and a shared sense of mission.
- Oversee strategic planning efforts to guide programmatic growth and organizational impact.
- Support and enhance cross-program integration to maximize holistic impact for youth.
- Ensure a trauma-informed, culturally competent approach across all staff and services.
- Identify, recruit, train, and develop a talented team of employees who can lead critical departments and manage strategic organizational functions.
- Act as a visible and engaged leader, frequently visiting programs and connecting with frontline staff and youth.



Fund Development & Marketing:

- Lead and expand a comprehensive fund development strategy, including government contracts, foundations, individual donors, corporate partnerships, congregations, civic groups, and special events, to sustain and grow the Oasis Center's financial health and meet the budget requirements.
- Guide the members of the Board of Directors in soliciting and maintaining effective relationships with Nashville's leading donors.
- Implement creative strategies to raise the visibility of the Oasis Center's work, strengthen its presence in the community, and elevate its brand to increase public awareness.
- Cultivate and maintain relationships with individual and major donors, foundations, and corporate and community partners to secure philanthropic support.
- Partner with the Board and Senior Director of Development to expand donor engagement and cultivation strategies.
- Serve as a key spokesperson, effectively articulating Oasis Center's impact to donors, funders, and the broader community.
- Oversee grant strategy with Senior Director of Development and ensure compliance with grant requirements.

Advocacy:

- Provide vision and strategic direction for the board and staff regarding Oasis Center's advocacy efforts and the future of youth services and how the agency can best respond to emerging needs.
- Build and maintain strong partnerships and effective communication with elected officials, government agencies, and advocacy organizations to advance systemic change for young people.
- Serve as the primary spokesperson for the agency on critical and sensitive issues.
- Strengthen Oasis Center's role in coalitions, policy discussions, and community initiatives by actively representing the organization in public forums, government meetings, and media opportunities to ensure it remains a trusted and influential voice within the youth services sector.
- Promote and support collaborative efforts with peer organizations to enhance the agency's ability to serve youth and families.
- Engage youth in leadership opportunities and ensure their voices are central to Oasis Center's advocacy efforts.
- Serve as a strong and credible advocate for youth, equity, and community-based services at the local, state, and national levels.
- Maintain up-to-date knowledge of policies and issues in the field of youth services.

Board Relations:

- Serve as chief liaison to the Board of Directors, keeping them informed of issues and overall operations of the agency in a manner and on a frequency to be determined by the Board.
- In cooperation with the Board of Directors, ensure adequate resources for agency programs.
- Assist the Board in fulfilling its fiduciary responsibilities, including financial oversight and compliance.
- Work with the Board President to establish, support, and maintain effective Board committees.
- Collaborate with the Board President to enhance Board member development and implement strategies that strengthen their involvement in fundraising, advocacy, and community engagement to support agency programs.
- Meet with the Board representative for annual evaluation of agency accomplishments and the CEO's effectiveness.
- Identify and cultivate new Board members to ensure diversity, expertise, and commitment to Oasis Center's mission.



Essential Qualifications

- Five years minimum of senior level administrative experience.
- Proven leadership experience in a nonprofit, philanthropic, or mission-driven organization, with experience overseeing complex operations and diverse teams.
- Strong emotional intelligence and ability to lead with empathy and resilience.
- Knowledge and ability to apply skills of organizational management, including personnel management, team building, financial management, strategic planning, fundraising, program evaluation, etc.
 - Demonstrated track record in fundraising, donor cultivation, and revenue generation.
 - Strong financial management skills, including budgeting, financial analysis, and resource allocation.
- Strong skills in networking and relationship building with a variety of constituents (Board, staff, clients, funding sources, community leaders, etc.).
- Ability to foster trust among staff, funders, community partners, and government entities.
- Excellent public speaking and advocacy skills.
- Strategic thinker with a results-driven mindset.
- Commitment to diversity, equity, and inclusion, with a leadership style that prioritizes collaboration and transparency.
- A passion for serving young people and the ability to inspire others to support Oasis Center's mission.
- Ability to effectively communicate with others in oral and written form.
- Proven crisis management experience.
- Ability to travel locally.

Preferred Qualifications

- Deep understanding of issues impacting youth, marginalized communities, and the nonprofit sector.
- Experience working with a Board of Directors and strengthening governance structures.
- Experience working in or knowledge of the Nashville community.

Educational Requirements: Bachelor's degree in social work or other human service-related fields.

Benefits & Compensation

The position of CEO is a 40-hours-a-week, full-time position. A full benefits package is offered, including medical, dental, vision plans, and agency-paid group life and long-term disability. A 401K plan is available to employees with an employer match of up to 3% starting the first of the quarter following six months of employment. Employees receive a generous time-off package and paid holidays.

Salary Range: \$155,000 - \$170,000 per year annual salary, commensurate with experience.

Location Nashville, TN

To Apply

Oasis Center has retained the services of ThinkingAhead Executive Search. Please submit your resume and expression of interest to: Chris Spagnola at cspagnola@thinkingahead.com and Heather Campbell at hcampbell@thinkingahead.com.

To learn more about Oasis Center, visit <https://oasiscenter.org/>.

EEO Statement

Oasis Center is an equal opportunity/affirmative action employer and is operated in accordance with a policy which does not permit discrimination because of race, color, sex, age, ability, national origin, sexual orientation, gender identity, or gender expression.

