



Chief Executive Officer



ORGANIZATION: Rise Recovery

POSITION: Chief Executive Officer

REPORTS TO: Board of Directors

LOCATION: San Antonio, TX; in-person

INFORMATION: <https://riserecovery.org>

TO APPLY: Please send cover letter and resume as one PDF to RiseRecoveryCEO@pbrsearch.com with title format “Last Name First Name – Letter Resume” and complete the Voluntary Self Identification [form](#). This will assist us in improving our hiring practices and ensuring equal opportunities. Participation is voluntary and will not affect your candidacy in any way.

BACKGROUND

Founded in 1977, Rise Recovery exists to help teens, young adults, and families in San Antonio and beyond to overcome the effects of drugs and alcohol while partnering with the community in education and prevention. Since its founding, Rise Recovery has worked to provide a safe, welcoming space where healing happens, connections grow, and lives transform. Through peer support, education, and recovery-focused programs, Rise Recovery walks alongside every individual and family, offering hope, tools, and guidance to help them reclaim their futures.

Currently, Rise Recovery serves over 4,500 individuals each year at no cost to its clients. Rise Recovery receives revenue from diverse sources including public and private funding. It is financially sound and seeks to focus on having an even greater impact going forward. For the past 10 years, Rise Recovery has opened new facilities, expanded services, increased participation, and increased its overall impact on the San Antonio community. Today, key programs include [Alternative Peer Groups](#) that blend peer support, professional guidance, and family involvement; [Rise Inspire Academy](#) (a charter recovery high school); [Community ISD programs](#) to support local districts in screening, early intervention, and recovery; [Rise Training Institute](#); and a recently launched Intensive Outpatient Program (IOP) in collaboration with Be Well Texas and UT Health San Antonio. As Rise Recovery approaches its 50th anniversary of serving the San Antonio region, it is well positioned to make an even greater impact in the coming years.

POSITION

The incoming CEO will set and realize the future direction for the organization at this pivotal moment. The ideal candidate is a compelling and strategic leader with a proven ability to inspire motivated teams, forge effective partnerships, and drive sustainable growth.

RESPONSIBILITIES

Strategic Leadership

- Collaborate with staff, board members, and partners to shape the future of Rise Recovery; in the next year, finalize a revised strategic plan to strengthen and expand the impact of key programs.
- Lead the senior team responsible for operations, finance, clinical services, human resources, and administration. Ensure that organizational resources are deployed effectively in support of strategic goals.

- Communicate the vision for Rise Recovery so that all internal and external stakeholders understand the organization's primary goals and know how their work and partnership contribute to making them a reality.
- Set clear, measurable goals to keep Rise Recovery on the path to becoming the leading provider of recovery services for teens, young adults, and their families in the community.

Team Leadership

- Provide inspiring leadership that motivates the team, fosters collaboration and communication across departments, and ensures that the organization has strong leaders in key positions. Ensure that staff see how their specific roles contribute to the overall mission of the organization.
- Work with senior leadership to ensure that Rise Recovery has a collaborative, high-performing culture that attracts and retains staff, provides opportunities for professional development, and has robust HR practices.
- Nurture an integrated and inclusive work culture rooted in open communication and a shared sense of purpose.

Fundraising and External Relations

- Work with the director of development and the board of directors to ensure that Rise Recovery continues to have a comprehensive and diverse portfolio of revenue streams, including public and private funding, as well as earned income.
- Serve as a compelling and engaging spokesperson and advocate, with the ability to succinctly and clearly explain Rise Recovery's impact and outcomes to broad audiences with a range of backgrounds and knowledge levels.
- Identify, strengthen, and sustain relationships with a variety of partners and stakeholders, including donors, key funders, community partners, government officials, independent school districts, and other collaborators.

Board Relations

- Work closely with an engaged and active board to determine and evaluate the strategic direction for Rise Recovery.
- Develop strong relationships with each board member, ensuring their contribution to the organization is aligned with their interests and organization's needs.
- Partner with the current board to attract, engage, and retain board members who can help the organization realize its mission and vision.

Financial and Operational Leadership

- Collaborate with senior team members to ensure that Rise Recovery's operations and finances are aligned with best practices and the strategic plan.
- Provide strategic direction to the organization to ensure its overall financial health and sustainability.
- Further enhance Rise Recovery's data-driven framework aimed at systematically improving processes, services, and outcomes to achieve operational excellence.

QUALIFICATIONS

Experience – Required

- Executive leadership experience in a relevant organization, with a proven track record of setting and realizing outcomes-oriented objectives in collaboration with engaged stakeholders and dedicated staff

- Ability to represent an organization on a local, regional, and national scale; experience forging partnerships with individuals, organizations, corporations, and government officials
- Experience securing financial resources/support for an organization
- Strong financial acumen and business orientation
- Experience implementing principles of continuous quality improvement and operational excellence
- Willingness to develop knowledge of relevant state and federal laws/standards; experience in an industry with compliance/rules/regulations

Experience – Preferred

- Experience working in social services, education, and/or healthcare
- Personal knowledge of recovery and/or recovery processes

Education

- Bachelor's degree required
- Master's degree or higher in relevant subject area preferred

Personal Attributes

- Committed to Rise Recovery's mission, with a deep interest in and passion for helping families, young adults and teens overcome the effects of drugs and alcohol
- Superior managerial and interpersonal skills; experience leading a highly capable staff in ways that emphasize collaboration and teamwork
- Ability to operate at a high strategic level while being grounded in the work of the team
- Ability to work professionally with sensitive, proprietary data and client information while maintaining confidentiality
- Strong written and verbal communication skills, including the ability to communicate impact in a compelling way to a wide variety of audiences
- Emotional intelligence; natural ability to engage with diverse audiences, including staff, board members, partners, funders, government officials, and community members
- Empathetic, with the ability to work with clients from all walks of life

COMPENSATION

- Competitive salary, commensurate with qualifications and experience
- Comprehensive benefits package, including medical, dental, and vision insurance; employer-paid group life insurance and voluntary life insurance; IRA matching

Frequently cited statistics show that women and people from underrepresented groups apply to jobs only if they think they meet 100% of the criteria. If you meet many but not all the criteria and feel you may be a good fit for the role, Rise Recovery encourages you to apply.

Rise Recovery is an Equal Opportunity Employer and does not discriminate on the basis of age, color, national origin, ethnic origin, citizenship status, disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, marital status, veteran status, or any other characteristic protected by federal, state, or local law in its employment policies. Rise Recovery will provide reasonable accommodations for qualified individuals with disabilities.