



CEO POSITION SUMMARY

Gateway is seeking a Chief Executive Officer (CEO) who will serve as the strategic leader, responsible for advancing the mission, strengthening its presence across the community, and ensuring long-term sustainability. In partnership with the COO, Board of Directors, staff, Gateway members, and community stakeholders, the CEO will drive impact, innovation, and cultivate a values-driven culture. This leader will play a pivotal role in elevating mental health awareness, reducing stigma, and shifting the trajectory of how our community understands and responds to mental illness, positioning Gateway as a model of empowerment, recovery, and inclusion.

Reports to: Board of Directors

Located: Greenville, SC

AREAS OF RESPONSIBILITY

Strategic Leadership

- Lead with a strong commitment to the Clubhouse model, championing its recovery-oriented, member-driven philosophy throughout the organization.
- Alongside the Board and COO, oversee the development and execution of long and short-term plans to drive business strategy and organizational growth.
- Clearly and consistently communicate the strategic direction to all levels of the organization, ensuring alignment, accountability, and a shared commitment to reach organizational goals.
- Partner with the COO to proactively assess organizational risk and establish compliant operational practices that protect Gateway's integrity and long-term sustainability.
- Utilize a forward-thinking mindset to anticipate emerging challenges and position the organization for continued innovation, relevance, and growth.

Community Engagement & Visibility

- Act as the key spokesperson and advocate for Gateway's vision and mission across the Upstate, building strong relationships with key stakeholders, including Gateway members, community leaders, funders, and other nonprofit partners.
- Demonstrate deep knowledge of current issues impacting mental health awareness, including barriers to accessing resources; maintain up-to-date insights through ongoing research, stakeholder engagement, and awareness.
- Identify and strengthen new and current community partnerships to ensure alignment with the needs of those Gateway serves.



Financial Growth & Sustainability

- Lead efforts to diversify and increase revenue through a mix of philanthropic support, corporate sponsorships, and grant opportunities.
- Collaborate with the Board to plan, implement, and evaluate dynamic fund development strategies that fuel both current programming and future growth.
- Provide strategic financial oversight ensuring transparency, accountability, and long-term organizational health.
- Partner with the COO to ensure strong budgeting and forecasting processes, aligning fiscal strategies with organizational goals and impact priorities.

Organizational Innovation & Impact

- Identify and pursue innovative opportunities to grow the organization, build new partnerships, and expand service delivery to enhance access to resources.
- Serve as a strategic thought partner and cross-sector support to other organizations working to advance mental health outcomes in South Carolina.
- Leverage data to communicate and “tell the story behind the numbers” of the impact that Gateway has on the Upstate.

Team and Culture Development

- Work with COO to attract, retain, and motivate a strong, high-performing team and workforce that embodies Gateway’s values and mission and are held accountable to clear goals and objectives.
- Ensure weekly leadership meetings drive accountability and clarity of organizational direction.
- Help build a culture of trust, teamwork, service, and continuous improvement throughout the organization. Set an example and standard for excellence in all work.
- Grow and invest in relationships with Board members, individually and collectively, based on mutual respect and shared goals. Understand each Board member’s priorities, lens, and specific strengths.

QUALIFICATIONS

- Bachelor’s degree required; advanced degree in a related field preferred.



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- 10+ years of executive-level leadership experience nonprofit and experience in the mental health space preferred.
- Proven track record in strategic planning and operational execution aligned with organizational goals.
- Demonstrated success in fund development, including major gifts, grants, sponsorships, and public/private partnerships.
- Experience providing strong financial oversight, including budgeting, forecasting, and aligning financial strategies with organizational impact.
- History of effectively engaging and collaborating with diverse stakeholders, including Board members, community leaders, funders, and staff.
- Experience leading or working within sectors related to mental health, public health, or social services preferred.
- Visionary and strategic thinker with the ability to translate mission into action.
- Exceptional interpersonal, communication, and public speaking skills; comfortable serving as the face of the organization.
- Strong relationship-building abilities across sectors and communities.
- Financial acumen and data-driven decision-making capabilities.

To Apply: Please send your resume and cover letter to Kristy Lysik (Klysik@fgp.com), Executive Recruiter, at Find Great People (FGP)