

Call for Submissions & Nominations: Chief Program Officer

Become the strategic leader shaping the future of Capabilities as our new Chief Program Officer.

Are you a passionate and results-driven leader ready to drive impactful change? Capabilities is seeking a strategic, innovative, and collaborative Chief Program Officer to lead and grow the organization and make a lasting difference in the lives of individuals with disabilities and those recovering from substance use.

About Capabilities

Founded in 1956, Capabilities is a dynamic nonprofit committed to the belief that everyone — regardless of disability status — deserves the opportunity to reach their goals. Our mission is to help individuals with disabilities achieve their career and educational aspirations through inclusive, empowering, and community-based services.

Based in Elmira, NY, Capabilities is a \$2.5 million vocational services organization with just under 100 employees serving approximately 200 individuals each year. We operate three vibrant social enterprises:

- Custodial Services
- Upholstery
- The Elmira Tea & Coffee House (ETCH)

Our current primary funding sources include ACCES-VR (Adult Career and Continuing Education Services – Vocational Rehabilitation) the Office of Mental Health (OMH), and the Office of People with Developmental Disabilities (OPWDD).

In 2022, Capabilities partnered with Able2 Enhancing Potential, Inc. to form a shared parent organization, Alliance for Empowerment, to support the long-term sustainability and growth of both organizations. Capabilities

is one of two organizations currently operating under the parent company Alliance for Empowerment.

Learn more: capabilities.org | allianceforempowerment.org

The Challenge & the Opportunity

The Chief Program Officer is the senior-most leader of Capabilities and reports to the CEO of Alliance for Empowerment. This role is responsible for the operational leadership and success of all Capabilities programs and services.

As the Chief Program Officer, you'll be leading an initiative to diversify the organization's funding sources by building out a strong foundation of supported employment opportunities for individuals with intellectual and developmental disabilities funded through the Office of People with Developmental Disabilities (OPWDD). Leading this effort will include developing and mentoring high-performing teams, fostering cross-functional collaboration, and engaging in community-wide relationship building.

As the Chief Program Officer, you will also play a crucial role in strengthening Capabilities' social enterprises, driving these operations to be both strongly mission-centric and financially successful.

To view the full position description: [Chief Program Officer Job Description | Alliance For Empowerment](#)

What You'll Bring

This position is ideal for a mission-aligned, resourceful leader with strong business insight, operational expertise, innate curiosity, and a passion for community impact. The successful candidate will have proven operational leadership experience in a nonprofit or human services, a strong

understanding of compliance, quality improvement, and budget management, and excellent relationship-building and community engagement skills. Experience with social enterprise operations and familiarity with OMH and OPWDD funding and program models are highly desirable.

Why You'll Love Working Here

Capabilities believes in recognizing employees and creating opportunities for advancement and growth in the agency. Individuals who desire to make a real impact thrive in this mission-centric and community-focused organization. This position offers competitive compensation and a comprehensive benefits package with health, dental, and vision insurance, retirement contributions, and additional benefits offerings.

Ready to Lead?

If the prospect of shaping the future of Capabilities and making a significant impact excites you, we would love for you to apply for this opportunity to help us build something inspiring for years into the future.

To apply, please contact the search agency for this position:

Kacy Hagan, Kompass Consulting & Creative Solutions

khagan@consultkompass.com

(570) 212-9244

Application materials:

- Resume or CV
- Cover Letter
- List of References

Review of applications will begin immediately and continue until the position is filled.

Compensation

The anticipated salary range is \$80,000 - \$90,000 for highly qualified candidates.