



Position Profile

Legal Aid Society of Greater Cincinnati

Executive Director



PRESENTED BY: **TALENT** PARTNERS



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The Organization





Who We Are

Legal Aid helps make the justice system fair and accessible to all, especially the most vulnerable in our society, by providing free, comprehensive civil legal assistance across a seven-county service area in Southwest Ohio: Brown, Butler, Clermont, Clinton, Hamilton, Highland, and Warren counties.

Our mission since 1908 has been to resolve serious legal problems of low-income people, to promote economic and family stability and to reduce poverty through effective legal assistance.

We work with individuals to achieve case-by-case problem resolution and use legal advocacy to improve large systems. To assist as many people as possible, we've created innovative programs with high-impact strategies in partnership with local nonprofits serving those living in poverty. Our collaborative community connected approach is recognized as a "best practice" in yielding lasting change moving people towards economic self-sufficiency.

The Legal Aid Society of Cincinnati, doing business as the Legal Aid Society of Greater Cincinnati (LASGC), is an Ohio nonprofit 501(c)(3) corporation. LASGC operates in affiliation with Legal Aid Society of Southwest Ohio, LLC (LASSO) and provides leadership to the Volunteer Lawyers for the Poor Foundation, extending Legal Aid's reach and strengthening access to civil legal services throughout the region.



Mission: The mission of the Legal Aid Society of Greater Cincinnati is to resolve serious legal problems of low-income people, to promote economic and family stability, and to reduce poverty through effective legal assistance.

What We Do

We resolve legal problems for the most vulnerable in our community, helping them achieve greater economic and family stability

We help low-income families and individuals by providing free, comprehensive civil legal assistance to address a wide range of major obstacles. For example, we help to prevent evictions and foreclosures, address domestic violence and divorce, fix unsafe and unhealthy living conditions, obtain Medicaid and other health and income benefits, overcome barriers to employment or resolve school problems.

Our approach is two-pronged: to help individuals with case-by-case problem resolution, and to use legal advocacy to improve systems, often by forming collaborative service and advocacy projects with other human services organizations.

Legal Aid also provides leadership to coordinate our services with other non-profit and government agencies, to develop innovative programs, and to present community legal education.

Our staff attorneys and paralegals handle over 9,000 cases a year. Their efforts are amplified by over 200 private attorneys who take cases referred by the VLP. We serve clients from two full-service offices: one in Cincinnati and one in Hamilton, as well as a satellite office at Children's Hospital Pediatric Primary Clinic in Avondale.

We conduct our legal work through four practice groups: Children and Education, Family and Immigration, Housing and Consumer and Income, Work and Health.



2025 Impact Highlights



77

individuals were represented in probate and real estate matters to resolve tangled titles and associated foreclosure and tax cases.



695

evictions and 178 foreclosures were prevented. Legal Aid represented tenants in nearly 100 buildings to stabilize over 2,400 affordable housing units.



16k

individuals and families are assisted each year to resolve crises of shelter, safety and income.



97%

of the Kids in School Rule! students in Cincinnati Public Schools graduated. In comparison, only 58% of students in foster care graduate from high school nationally.

About Cincinnati, Ohio



Cincinnati is a dynamic, mid-sized city along the Ohio River that offers an appealing blend of historic charm, cultural vibrancy, and modern opportunity. With a thriving arts scene, revitalized neighborhoods like Over-the-Rhine, and a low cost of living, the city provides an exceptional quality of life for professionals and families alike. Home to Fortune 500 companies, leading hospitals, and top-ranked schools, Cincinnati also boasts easy access to major metros and a welcoming, community-focused atmosphere making it an ideal place to live, work, and thrive.

The Candidate Profile



Position Description



Title: Executive Director



Organization: Legal Aid Society of Greater Cincinnati



Reports to: Board of Trustees



Direct Reports: (10 total): Legal Aid Society of Southwest Ohio, LLC (LASSO) Director*; Legal Aid Society of Greater Cincinnati (LASGC) Managing Attorneys (3); Team Leader/Volunteer Lawyers Project (VLP) Manager; Director of Development & Communication; Chief Financial Officer; Director of Administrative & Client Services; Chief Technology Officer, and Facilities Manager



Employee Count: 98



Location: Cincinnati, Ohio



Website: lascinti.org



Position Summary

The Executive Director serves as the chief executive officer of the Legal Aid Society of Greater Cincinnati (LASGC), providing visionary leadership and strategic direction for one of the nation's premier civil legal aid organizations. Reporting to and partnering closely with the Board of Trustees, the Executive Director is responsible for advancing LASGC's mission, ensuring organizational excellence, and strengthening the long-term impact of the organization throughout the Greater Cincinnati community.

This is a pivotal leadership opportunity to build upon a distinguished legacy while thoughtfully guiding the organization through its next chapter of continued excellence and impact. The successful candidate will respect the organization's strong foundation, listen and learn from its experienced team, and identify opportunities to advance long-term organizational effectiveness and impact.

As the organization's primary ambassador, the Executive Director will cultivate trusted relationships with community organizations, government officials, funders, donors, philanthropic partners, and the Greater Cincinnati legal community. The Executive Director will elevate Legal Aid's visibility, strengthen public understanding of its impact, and advocate effectively for policies and resources that advance access to justice.

The Executive Director will oversee all aspects of organizational leadership, including strategic planning, financial stewardship, operations, talent development, governance, compliance, fundraising, and organizational performance. Success in this role requires exceptional executive leadership, legal judgment, political acumen, financial discipline, organizational stewardship, and the ability to inspire confidence across diverse constituencies while leading the organization through executive transition.

The Executive Director will provide leadership across LASGC and its affiliated organizational structure, including its relationship with Legal Aid Society of Southwest Ohio, LLC (LASSO) and leadership of the Volunteer Lawyers for the Poor Foundation. Working collaboratively with LASSO leadership, the Executive Director will strengthen regional alignment, operational effectiveness, private-bar engagement, and the delivery of high-quality civil legal services throughout the seven-county service area.

Key Leadership Themes & Priorities

The successful candidate will be an accomplished leader who brings a compelling combination of the following experience and capabilities:

Executive Leadership & Strategic Direction: Significant leadership experience within a legal, nonprofit, governmental, public interest, corporate, or similarly complex organization, with demonstrated success setting strategic direction, partnering with governing boards, leading high-performing teams, and driving execution of organizational priorities.

Legal Services & Regulatory Acumen: Strong understanding of civil legal services, access-to-justice issues, and the regulatory and compliance responsibilities of publicly and philanthropically funded organizations.

Financial & Organizational Stewardship: Demonstrated experience overseeing organizational and financial stewardship and operations with a proven track record of operational excellence.

People & Culture Leadership: Proven ability to lead high-performing teams, navigate a complex employee environment, and position people and teams for sustained success.

External Leadership, Community Engagement & Resource Development: Accomplished relationship-builder and community ambassador with demonstrated success engaging legal, civic, governmental, philanthropic, business, and nonprofit stakeholders. Proven ability to fundraise and build strategic partnerships that advance organizational impact, visibility, and long-term sustainability.

Desired Attributes, Experience and Skills

- Demonstrates exceptional executive leadership, emotional intelligence, authenticity, resilience, and sound judgment that inspires confidence across diverse stakeholders
- Exhibits humility, intellectual curiosity, and the discipline to seek input, ask thoughtful questions, and make informed decisions that build organizational trust
- Cultivates leadership capacity by mentoring talent, developing future leaders, and fostering a culture of continuous learning and professional growth
- Builds high-performing, collaborative teams by creating an environment where individuals are empowered, engaged, and accountable for achieving shared goals
- Demonstrates the ability to navigate complex organizational challenges, balance competing priorities, and resolve conflict with diplomacy, fairness, and professionalism
- Communicates with clarity, authenticity, and influence, fostering alignment, transparency, and trust among diverse internal and external stakeholders
- Maintains a results-oriented leadership approach, establishing clear expectations, measuring performance, and driving organizational excellence through accountability
- Embraces innovation, adaptability, and continuous improvement, leveraging technology, data, and emerging best practices to strengthen organizational effectiveness and client service
- Demonstrates strategic thinking and a commitment to continued organizational excellence while honoring and building upon the organization's mission, values, culture, and proven strengths
- Brings relevant experience or exposure to LSC-funded organizations, public interest law, or similarly regulated environments

Essential Duties & Responsibilities

Strategic & Organizational Leadership

Provide visionary leadership and overall executive management of the Legal Aid Society of Greater Cincinnati (LASGC), ensuring alignment between the organization's mission, strategic priorities, operational execution, financial sustainability, and long-term impact. Lead the organization through executive transition while preserving organizational stability, advancing stakeholder confidence, and building upon LASGC's strong foundation and record of impact.

Talent Leadership & Organizational Culture

Provide principled, forward-looking leadership that maintains and strengthens LASGC's organizational capacity and fosters a culture of accountability, collaboration, and excellence in the legal and client service environment.

Financial Stewardship & Operational Management

Provide executive oversight of the organization's financial health, operational effectiveness, compliance, and risk management. Ensure disciplined budgeting, resource allocation, internal controls, and stewardship of facilities, assets, and public and philanthropic resources to sustain LASGC's financial strength and long-term sustainability.

Fundraising & Resource Development

Lead LASGC's resource development strategy, strengthening and diversifying funding relationships to advance long-term sustainability and mission impact.

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Essential Duties & Responsibilities *continued*

Community Engagement & External Leadership

Serve as LASGC's chief ambassador, building upon its strong relationships across the local, state, and national legal, civic, governmental, philanthropic, and community sectors. Sustain and deepen strategic partnerships, volunteer attorney and private bar engagement and further advance LASGC's visibility, influence, and mission throughout Greater Cincinnati.

Executive Collaboration, Advocacy & Sector Leadership

Provide strategic leadership across LASGC's affiliated organizations and key partnerships. Represent LASGC locally, statewide, and nationally as a respected advocate for civil legal services, access to justice, and expanded community impact.

Programmatic Excellence & Service Delivery

Ensure the delivery of high-quality, client-centered civil legal services aligned with LASGC's mission, funding requirements, and professional standards. Drive continuous improvement, innovation, and data-informed strategies that strengthen organizational effectiveness, client outcomes, and access to justice.

Governance & Board Partnership

Partner closely with the Board of Trustees to establish strategic direction, evaluate organizational performance, and advance enterprise-wide priorities.

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Education Requirements



The candidate must hold a Juris Doctor (J.D.) from an accredited law school and be admitted to practice law in the State of Ohio and remain in good standing throughout their tenure.

Candidates licensed in another U.S. jurisdiction must be eligible for and willing to obtain admission to the Ohio Bar or otherwise satisfy all legal requirements to practice law in Ohio, within the timeframe required by the Supreme Court of Ohio.

Compensation

\$210,000 – \$230,000, commensurate with experience

LASGC offers a competitive executive compensation package and a comprehensive benefits program, including:

- Medical, dental, and vision insurance
- Employer-paid life and long-term disability insurance coverage
- 403(b) retirement plan with an 8% employer contribution
- Paid time off
- Relocation assistance (where applicable)
- Employer-paid bar dues and Continuing Legal Education (CLE)
- Parking subsidy
- Additional voluntary benefit options



Client Search
Committee &
BroadView Talent
Engagement Team



Search Committee



Mary P. Burns

Senior Vice President,
Senior Trust Counsel,
Principal
Johnson Trust Company
President
Search Committee Chair



Katie Greiner Barnes

Divisional Assistant Vice President
Great American Insurance Group
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Alan S. Fershtman

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Director Law Professional Development,
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UC Klekamp College of Law
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Eric H. Kearney

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Executive Director,
AACC Greater
Cincinnati/Northern Kentucky
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Christine Wheatley

Retired Executive Vice
President, Secretary, and
General Counsel
The Kroger Co.
Board Member



Matthew A. Whitlow

Vice President, Head of
Real Estate Law
Macy's Inc.
1st Vice President

BroadView Talent Partners Team



Tracy McMillan

CEO & Managing Partner

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Engagement Management
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Candidate Qualification, Interview,
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Christie Angel

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Melania DaSilva Deaver

Managing Director

Candidate Generation
Engagement Management
Client Relationship Management
Candidate Qualification, Interview,
Assessment & Offer Mediation



Robyn Quinn

Principal

Knowledge Management & Research
Candidate Generation
Candidate Qualification, Interview,
Assessment & Offer Mediation



Donna Young

Operations Director

General Candidate Research
Candidate Interview Scheduling
Report Production
Logistics Management

**How to
Apply:**

Interested and Qualified candidates should contact
Melania DaSilva Deaver at melania@broadviewtalent.com



Contact

OFFICE HOURS

Monday – Friday
07:00 AM– 7:00 PM ET

OUR ADDRESSES

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GET IN TOUCH

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About BroadView Talent Partners

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