

Chief Executive Officer

Mental Health Association of Orange County (MHAOC)

Santa Ana, California

THE OPPORTUNITY

MHAOC is seeking a Chief Executive Officer to lead one of Southern California's most established community mental health organizations at a time when the need for accessible, high-quality behavioral health services continues to grow.

The CEO reports to an engaged volunteer Board of Directors deeply committed to the mission and to the CEO's success. MHAOC's staff of approximately 70 — one-third of whom are consumers of mental health services — reflects the communities the organization serves.

WHAT YOU WILL DO

The CEO is accountable for MHAOC's organizational health, strategic direction, program quality, financial sustainability, and community standing. Core responsibilities include:

- **Strategic Leadership** — Partner with the Board to set and execute a compelling vision positioning MHAOC for growth in programs and community impact.
 - **Fiscal & Operational Oversight** — Manage a complex, primarily government-funded operation including Medi-Cal and Medicare fee-for-service reimbursement, contract compliance, and multi-site program delivery.
 - **Fundraising & Revenue Diversification** — Cultivate foundations, corporate partners, and individual donors to supplement public funding and build organizational resilience.
 - **Government & Community Relations** — Serve as MHAOC's primary external ambassador with the Orange County Health Care Agency, county and city government, peer organizations, and community coalitions.
 - **Advocacy** — Champion systemic change on behalf of those served, engaging actively in regional and statewide coalitions addressing mental health access, homelessness, poverty, and discrimination.
 - **Staff & Culture Leadership** — Inspire and retain a talented, diverse team rooted in dignity, equity, and psychosocial rehabilitation values.
-

WHO WE ARE LOOKING FOR

The ideal candidate combines clinical credibility, executive sophistication, and the heart of an advocate. We are looking for someone who:

- **Holds a current California clinical license** — LCSW, LMFT, Licensed Psychologist, or equivalent — with command of the clinical and regulatory environment in which MHAOC operates.
- **Has executive-level nonprofit leadership experience** — Ideally in community mental health, behavioral health, or social services with a government-funded program po

- **Possesses deep expertise in Medi-Cal and Medicare** — Including fee-for-service reimbursement systems, government contract management, and regulatory compliance.
 - **Has a demonstrated fundraising track record** — Securing private grants, foundation support, and individual donations to complement public funding.
 - **Is a passionate, authentic advocate** — For individuals living with mental illness, experiencing homelessness, or facing poverty and discrimination — in coalitions, policy forums, and public discourse.
 - **Brings exceptional stakeholder engagement skills** — Building trust across county agencies, elected officials, community leaders, board members, staff, and the individuals MHAOC serves.
-

WHY THIS ROLE

Founded in 1958, MHAOC has grown from a small volunteer advocacy agency into one of Orange County's largest nonprofit mental health and social services providers — serving over 13,000 individuals per year across seven locations. Programs include three Outpatient Recovery Clinics, member-driven Clubhouses, a Wellness Center, Homeless Veteran's Outreach reaching more than 3,000 individuals annually, SSI/SSDI benefits assistance, and first responder training partnerships with local law enforcement. The organization operates with an annual budget of approximately \$8 million.

The right CEO will inherit a strong foundation — dedicated staff, committed board, and established government partnerships — and the opportunity to build on more than six decades of community trust.

COMPENSATION & BENEFITS

MHAOC offers a competitive compensation and benefits package. Salary range \$145,000-\$175,000 based on the selected candidate's qualifications, background, and demonstrated record of accomplishment.

TO APPLY

Interested candidates should submit a cover letter and resume to:

thrash@mhaoc.org

Please include a cover letter describing your interest in MHAOC and relevant experience. Applications will be reviewed on a rolling basis.

MHAOC is an equal opportunity employer committed to building a diverse and inclusive workforce that reflects the communities we serve.