



Spanish American Committee (SAC)

Cleveland, Ohio

Empowering Cleveland's Latino Community Since 1966

President & Chief Executive Officer

Leading the Spanish American Committee into Its Next Era of Growth and Impact

The Spanish American Committee has partnered with Victor A. Ruiz & Associates, a strategic advisory and executive coaching firm, to lead the search process for its next Chief Executive Officer.

To apply, please email your resume and cover letter to ceosearch@ruiz-consulting.com. Finalists will be asked to provide up to four professional references, including at least one board member or direct supervisor.



About the Organization

Founded in 1966, the Spanish American Committee (SAC) is Ohio's oldest and largest Hispanic-serving social service agency. For nearly six decades, SAC has been a trusted anchor for Cleveland's Latino community, helping generations of families achieve stability, opportunity, and belonging.

SAC delivers opportunity through a multi-service, wraparound model grounded in four primary program areas:

- **Workforce Development:** Through adult education, career counseling, and the Latino Construction Program (LCP), SAC helps Latino individuals gain credentials, build skills, and access family-sustaining jobs in the construction trades.
- **Families First:** SAC's core social services program assists families with Spanish translation, public benefits navigation, and basic-needs support to stabilize households and strengthen resilience.
- **Little Footsteps Bilingual Child Enrichment Center:** As the only Spanish–English bilingual childcare and preschool program on Cleveland's west side, this center nurtures early learning, school readiness, and parent support.
- **Mi Casa Housing Counseling:** This program offers financial counseling, budgeting help, workshops for first-time homebuyers, foreclosure prevention assistance, and other housing stability services.

Together, these programs offer a holistic, client-centered service continuum—from education and housing to career readiness and family support—so that individuals and families can access multiple pathways to stability and success in one trusted place.

The organization's strengths are clear and deeply rooted: a strong financial foundation, a passionate and mission-driven staff, and a legacy of trust built over generations. SAC's reputation for bilingual, culturally responsive services has made it a cornerstone institution for Greater Cleveland's Latino families.



SAC stands at a defining moment in its evolution. With expanding programs, new leadership, and growing community needs, the organization is poised to modernize its systems, strengthen partnerships, and expand its regional impact. The next leader will inherit a strong and stable organization with an extraordinary opportunity—to honor its proud history while guiding it into an innovative and impact-driven future.

To learn more about the Spanish American Committee, please visit <https://spanishamerican.org/>.

The Opportunity

The Spanish American Committee seeks a collaborative, forward-thinking, and innovation-driven President & Chief Executive Officer to lead the organization into its next era of growth and measurable impact. Building on the strong legacy of Ramonita Vargas, this leader will strengthen SAC's foundation while advancing a bold vision for the future.

The next leader will have the unique opportunity to:

- Build a high-performing, inclusive organization that fosters collaboration and accountability.
- Modernize systems and data tools to improve efficiency, transparency, and storytelling.
- Expand and diversify funding and partnerships across public, private, and philanthropic sectors.
- Align programs and fundraising strategies for innovation, outcomes, and financial sustainability.
- Position SAC as a visible, trusted leader in advancing family well-being in Greater Cleveland.



Candidate Profile

The ideal candidate is a strategic, innovative, and community-centered executive who combines strong business acumen with a deep commitment to mission, culture, and people. They will be a relational and visible leader who builds trust, inspires confidence, and delivers measurable results.

This leader will bring a track record of success in leading organizations, driving innovation, and delivering sustainable growth. They will balance vision and execution, ensuring that SAC continues to meet the evolving needs of the community while strengthening its operational foundation and financial resilience.

The successful candidate will:

- **Lead with a results-oriented mindset**, using data and insight to drive decisions, improve performance, and demonstrate the organization's impact.
- **Drive innovation and ingenuity**, identifying emerging opportunities, piloting new initiatives, and developing scalable solutions that meet evolving community needs.
- **Inspire and motivate staff**, fostering trust, communication, and collaboration while delegating effectively and nurturing leadership at all levels.
- **Cultivate relationships and investment**, building meaningful partnerships with funders, corporations, and civic leaders who view SAC as an essential community asset.
- **Embrace fundraising as a strategic function**, blending philanthropy, earned income, and investor engagement to diversify and strengthen revenue.
- **Collaborate with the Board of Directors**, ensuring strategic alignment, strong governance, and shared accountability for organizational success.



Key Responsibilities

- Reporting to, and in partnership with, the Board of Directors, the President & CEO provides overall strategic, operational, and financial leadership to advance SAC's mission and long-term sustainability.
- Guide and implement SAC's strategic vision and program goals, ensuring alignment across all service areas.
- Lead, coach, and inspire a team of dedicated professionals, cultivating a culture of collaboration, accountability, and excellence.
- Strengthen SAC's fundraising and partnership capacity, cultivating new funding sources and sustaining existing relationships.
- Serve as SAC's primary spokesperson and community advocate, representing the organization with integrity and influence across public, private, and philanthropic sectors.
- Work closely with the Board of Directors to ensure strong governance, effective communication, and alignment on strategic priorities.

Qualifications

- Minimum of 10 years of senior nonprofit or related leadership experience, preferably in human services, education, workforce development, or community development.
- Proven success in fundraising, business development, and financial and operational management, including oversight of complex budgets and diverse revenue streams.
- Demonstrated experience leading diverse teams, motivating staff, and fostering strong organizational culture.
- Strategic and innovative thinker with the ability to lead through change, respond to emerging opportunities, and pivot strategies as needed.
- Strong communication, partnership-building, and public engagement skills.
- Bilingual (English/Spanish) strongly preferred.
- Deep knowledge of and connection to the Cleveland and Northeast Ohio community.
- Educational Requirement: Minimum bachelor's degree, master's preferred.



Compensation

This is a full-time, on-site leadership position based in Cleveland, Ohio.

The salary range for this position is \$140,000–\$160,000, commensurate with experience, with a comprehensive benefits package.

Application Process

Spanish American values diversity, inclusion, and cultural understanding as essential to our mission and leadership. Interested candidates should submit a cover letter and résumé outlining relevant experience and leadership philosophy to:

Victor Ruiz, Consultant to the Board

Email: ceosearch@ruiz-consulting.com

Priority consideration will be given to applications received by **November 28, 2025**.

Finalists will be asked to deliver a presentation to the Board of Directors and will also undergo an extensive background check and complete a behavioral assessment as part of the selection process.



About Victor A. Ruiz & Associates

Victor A. Ruiz is a seasoned leader, executive coach, and consultant with over 25 years of experience driving social impact and organizational growth. With 15 years as a President and CEO, he brings deep expertise in strategic planning, board development, culture change, leadership coaching, and executive transitions.

As the founder of Victor A. Ruiz & Associates, Victor partners with mission-driven organizations to strengthen leadership, improve workplace culture, and advance equity. His work includes guiding boards and leadership teams through CEO succession planning, executive search processes, and leadership transitions that ensure stability and long-term success.

To learn more please visit <https://ruiz-consulting.com/>.