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Dayton, Ohio 45402

Carmelia Osley
Chief Operating Officer
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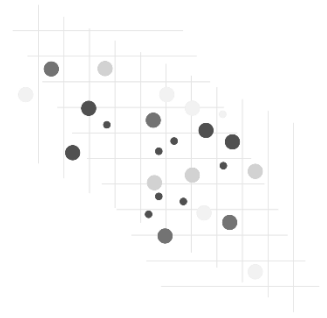
Belinda Stenson

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<https://www.parityinc.org>



Executive Director Job Description

Location: Dayton, Ohio

Organization: Parity Inc.

Reports To: Board of Directors

Employment Type: Full-Time, Exempt

About Parity Inc.

Parity Inc. is a nonprofit organization dedicated to advancing civic, social, and economic equity within the African American community of Greater Dayton. For over 30 years, Parity Inc. has worked at the intersection of education, health, economic development, community engagement, and public policy to eliminate disparities and promote systemic change. Through collaborative partnerships and grassroots leadership, we work to strengthen communities and empower individuals across the cradle-to-career-to-retirement continuum.

Position Summary

Parity Inc. is seeking a dynamic, visionary, and mission-driven Executive Director to lead the organization into its next chapter of impact. The Executive Director will serve as the chief executive officer, responsible for overall leadership, strategy, and management of the organization. This includes building cross-sector partnerships, securing financial resources, engaging the community, and guiding the implementation of programs and advocacy efforts that align with Parity Inc.'s mission.

Working closely with the Board of Directors and the Chief Operating Officer, the Executive Director will shape and execute a long-term strategy that addresses systemic inequities and promotes prosperity for African American residents throughout Dayton and Montgomery County.

**P.O. Box 60624
Dayton, Ohio 45406**

Key Responsibilities

- **Strategic Leadership:** Develop and implement a forward-thinking strategic plan aligned with the mission and vision of Parity Inc.
 - **Community & Stakeholder Engagement:** Foster strong relationships with leaders in education, business, government, healthcare, nonprofit, philanthropy, and community organizations to align collective impact efforts.
 - **Resource Development:** Lead fundraising, grant acquisition, and partnership development to ensure long-term financial sustainability.
 - **Public Advocacy:** Serve as the primary spokesperson and advocate for equity, representing Parity Inc. in local and regional forums, media, and public policy efforts.
 - **Board Relations:** Collaborate closely with the Board of Directors to provide governance support, strategic updates, and mission-aligned leadership.
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Qualifications

- Proven experience (7+ years) in executive or senior leadership roles within the nonprofit, public, or social impact sector.
 - Deep commitment to racial equity, community empowerment, and social justice.
 - Strong record of strategic thinking, team building, and community collaboration.
 - Demonstrated success in fundraising, grant writing, and cultivating donor and partner relationships.
 - Experience managing complex budgets.
 - Excellent verbal and written communication skills, with the ability to engage a wide range of stakeholders.
 - Bachelor's degree required; advanced degree in nonprofit management, public administration, social work, or a related field is preferred.
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Preferred Attributes

- Experience working in or with African American communities.
 - Familiarity with the Greater Dayton region and its civic and social landscape.
 - Ability to navigate political and institutional systems to advocate for policy change.
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Compensation

Parity Inc. offers a competitive salary and benefits package, commensurate with experience and qualifications.

Please submit resume and/or inquiries to Carmelia Osley at c.osley.parity@gmail.com