



Chief Executive Officer (CEO) Job Announcement

Job Title: Chief Executive Officer (CEO)	Reports To: <i>honestly</i> Board of Directors
Department: Executive	Salary Range: \$90,000-\$95,000
Revision Date: April 2026	Classification (FLSA): Full-time; Exempt
Location: Oklahoma City Metro	Work Environment: Hybrid

About *honestly*

Vision: A culture in which opportunities for youth to pursue education, careers and well-being are not limited by teen pregnancy.

Mission: We are building a movement to improve sexual health outcomes for youth.

Commitment: To have the greatest possible impact on the communities we serve, we must center diversity, equity, inclusion, and accessibility as the foundation of all we do. One way we do this is by recruiting and retaining talented individuals who are reflective of the communities we are here to serve. We value our employees and strive to offer benefits that reflect the value we place in their work. Some of our benefits include:

- Paid health benefits
- Life insurance
- 32+ hour work week
- Flexible scheduling
- Retirement plan matching
- Unlimited PTO

Position Overview

The Chief Executive Officer (CEO) serves as the strategic and operational leader of *honestly*, accountable to the Board of Directors. The CEO is responsible for advancing the organization's mission and ensuring alignment with Board approved policies, strategic plans, and financial directives, while maintaining a clear distinction between governance and management.

As the leader of a backbone organization, the CEO drives *honestly's* success through collaborative, relational, and collective impact leadership. This role serves as a neutral

convener, bringing together cross-sector partners to align around a shared agenda, use data to inform decision-making, and achieve measurable outcomes for youth health and well-being. The CEO builds and sustains strong relationships with staff, Board members, funders, partners, and community leaders to advance systems-level change.

Key Responsibilities:

- Leadership, Management, and Board Partnership
- Fiscal Health, Compliance, and Organizational Sustainability
- Backbone and Systems Leadership
- Development and Fundraising

Core Competencies:

- Leadership and organizational management
- Strategic thinking and adaptability
- Relationship-building and collaboration
- Financial acumen and fiscal oversight
- Compliance and risk management
- Data-informed decision-making
- Executive communication and influence
- Ethical and values-driven leadership

Preferred Qualifications

- 7-10 years of senior leadership experience (Director, VP, or equivalent)
- Demonstrated success leading teams in a nonprofit or mission-driven organization
- Strong experience in fundraising, financial management, and budget oversight
- Experience working with and supporting a Board of Directors
- Proven ability to build relationships across diverse stakeholders and sectors
- Experience with collective impact, systems change, or community-based initiatives preferred
- Strong communication, facilitation, and strategic planning skills
- Commitment to diversity, equity, inclusion, and authentic community engagement

Review the full [CEO Job Description](#) now! Please submit your resume and cover letter by May 18th to tbaird@honestlyokc.org. In your cover letter, please address your qualifications and how they align with *honestly's* mission and goals.