

EP!C

empowering
people.
inspiring
capabilities.

Chief Program Officer

Ideal Prospect Profile



About EP!C

EP!C is a community-centered organization composed of families, staff, volunteers, and residents united in their commitment to support individuals with intellectual and developmental disabilities. They provide personalized educational, residential, employment, and clinical programs designed to meet each person's unique abilities and needs.

Established in 1950 by Peoria families, EP!C initially focused on highlighting abilities rather than disabilities. Today, they serve individuals across 15 Illinois counties, assisting them in securing funding and accessing the best programs and services to achieve their goals.

With over 75 years of dedicated experience, EP!C has become a trusted partner for people with cognitive differences and their families. They are passionate about empowering individuals to live whole, meaningful lives through diverse programs that foster education, independence, employment, and well-being. EP!C's efforts not only enrich the lives of those we serve but also positively impact their families and the broader communities of Central and Southern Illinois.

EP!C actively collaborates with leading community organizations throughout Illinois to expand opportunities for individuals with disabilities. These partnerships promote independence, employment, and community engagement, helping us forge pathways toward a more inclusive society.

EP!C's strengths include a steadfast commitment to our mission, a dedicated and growing staff, expansion of our behavioral health program, and financial stability. EP!C has experienced significant growth, increasing its revenue from \$11 million to \$27 million over the last 15 years.



Additionally, their leadership's willingness to invest in staff development through education reimbursement and leadership training. The organization also strives to foster a positive, strengths-based culture with attractive benefits and wellness programs.

Position Overview

The Chief Program Officer (CPO) is a critical member of the Executive Team who provides strategic leadership and oversight for all programmatic operations, including Residential, Educational, Community Day Services, and Employment Services, to ensure high-quality, person-centered supports for individuals with intellectual and developmental disabilities in compliance with Illinois state regulations. The CPO drives excellence in service delivery, promotes innovation and best practices, fosters an understanding of how to utilize technology applications, and fosters collaboration across departments to achieve organizational goals. This role ensures programs are outcome-driven, fiscally responsible, and aligned with the agency's mission, vision, and values while maintaining full regulatory compliance and advancing opportunities for community inclusion and personal growth for the people served.



Required Qualifications

Education and Experience

- Bachelor's degree in human services or related field. Master's degree in human services or related field preferred.
- Five years of experience in a senior management role (director or above) preferred, with three years required.
- Eight years of strong operational experience required.
- An equivalent combination of education and experience is considered.
- Possess a valid driver's license and automobile insurance.
- At least one year of experience working with individuals with disabilities preferred



IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

We are seeking a dynamic leader with the following qualifications and competencies. This role requires a strategic, compassionate leader positioned to enhance our residential services and organizational impact.

- Demonstrate a passion and commitment to supporting individuals with intellectual and developmental disabilities
- Strong leadership and team-building capabilities with proven ability to achieve organizational goals through others
- Demonstrate how to implement and sustain a strengths-based culture of accountability across the organization
- Previous experience in managing multiple geographically separated operations
- Experience in recruiting, training, and retaining direct support staff
- Skilled in change management and leading in complex, evolving environments
- Project management and organizational abilities supported by examples of experiences with new development initiatives
- Demonstrated knowledge of how to interpret quality-related data, fiscal reports, and quality metrics to act upon them expeditiously to make sound decisions
- Takes initiative, owns responsibilities, and drives continuous improvement
- Proven ability to develop and build relationships with individuals served, families, staff, board members, and community partners
- Excellent communicator who is effective at public speaking, networking, and brand-building
- Business-minded with financial management expertise, with experience in budget management and business development
- Demonstrated knowledge and experience managing Independent Service Coordination or similar MCO-type funding structures.
- Strategic mindset with an entrepreneurial approach to program development
- Motivational training and mentoring capabilities
- Strong time management and multitasking abilities
- Assertive decision-maker who values work-life balance

Compensation

The annual Salary range for the position is \$160,000-\$190,000. Benefits include a 403 (b) with a company match, paid leave, an incentive bonus, a potential signing bonus, and relocation assistance.

Join The EP!C Team

Contact **Mike@ccmspartners.com** if you are a passionate leader who believes in empowering people, inspiring capabilities, and making a meaningful difference in the lives of individuals with intellectual and developmental disabilities.

Together, we can continue to build on EP!C's 75-year legacy of innovation, compassion, and excellence in serving our community's most vulnerable members while helping them achieve their fullest potential.



Click the link below to view the CPO Job Description:

<http://ccmspartners.com/wp-content/uploads/2026/01/EPC-Chief-Program-Officer.pdf>