

Position Profile

# President & CEO Keiro

Los Angeles, CA



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# About Keiro

*Keiro is a longstanding, community-rooted nonprofit dedicated to enhancing the quality of life for Japanese American and Japanese older adults, their families, and caregivers across Los Angeles, Orange, and Ventura counties. Founded on the principle of respect for the elderly, Keiro has evolved from a provider of residential care into a community-based organization that responds to the changing needs of an aging population. Its mission — to enhance the quality of senior life in the community, remains constant, grounded in culturally responsive services that honor the values, traditions, and lived experiences of those it serves.*

Established in 1961 by Japanese American community leaders, Keiro was created to ensure that older adults, particularly *Issei* (first-generation immigrants), could age with dignity, compassion, and cultural understanding. The organization initially built a comprehensive “Umbrella of Care” model, expanding from the Japanese Hospital of Los Angeles into a continuum of services that included hospital care, skilled nursing, and independent senior living. Over time, Keiro became a trusted provider of eldercare, supported by strong community philanthropy, volunteerism, and a deep commitment to culturally responsive care.

As the healthcare landscape shifted, Keiro adapted while staying rooted in its mission. The organization navigated key transitions, including the hospital’s closure in 1985 due to changing reimbursement structures and the rebuilding of its retirement home following the 1987 Whittier earthquake. In the following decades, Keiro expanded into memory care and began exploring community-based models such as adult day care and caregiver support. The launch of the Institute for Healthy Aging in 2006 further broadened its focus to include education, prevention, and holistic well-being, alongside an increasing emphasis on partnerships.

A defining moment came in 2016, when Keiro sold its four senior care facilities and transitioned fully from a facility-based model to a community-centered approach. This shift enabled the organization to expand its reach through grantmaking, partnerships, and programs that support older adults aging at home. Keiro now builds on its legacy through innovation, collaboration, and culturally responsive care, serving as a vital community resource and partner.

For more information on Keiro,  
please visit [www.keiro.org](http://www.keiro.org).



# Keiro Today — Supporting Aging with Care, Culture, and Community

*Today, Keiro focuses on supporting older adults with dignity and independence while responding to the increasing complexity of aging, including longer life expectancies, a strong preference to age at home, and growing demand for culturally responsive care. Its work centers on strengthening caregiver support systems, reducing isolation, and expanding access to community-based services that improve overall well-being.*

No longer defined solely by a facility-based model, Keiro now engages tens of thousands of older adults and caregivers through a combination of direct services, partnerships, grantmaking, and convening. Its work is organized around three core areas: serving older adults directly, strengthening caregiver support, and building a network of community resources to promote aging with confidence, purpose, and vitality. This approach is anchored in the “*genki living*” framework, which inspires holistic well-being across physical, emotional, and social dimensions.

As part of its continued evolution, Keiro is exploring innovative models that respond to the growing need for culturally responsive housing and care. Keiro Kikyo Home, a board and care home dedicated to providing compassionate and culturally attuned support for older adults, represents a meaningful step forward in reimagining community-based living. Through smaller, more personalized care environments, this initiative reflects cultural values, promotes dignity, and supports aging in place. More broadly, it underscores Keiro’s commitment to advancing thoughtful, community-centered solutions that bridge housing, health, and caregiving in new and impactful ways.

Looking ahead, Keiro is well positioned as a strategic convener, grantmaker, and partner within the broader aging services ecosystem. By prioritizing those with the greatest needs, including individuals facing isolation, health challenges, and language or cultural barriers, the organization seeks to maximize its impact through collaboration, targeted investments, and innovative program design.



# Leadership Opportunity & Impact at This Moment

*Keiro stands at a defining moment in its evolution. With more than 65 years of history, strong financial assets, and deep community trust, the organization is well positioned to shape its next chapter of impact. Having successfully transitioned to a community-based model, Keiro is now embracing a broader vision centered on culturally responsive aging, caregiving support, and community health. This moment offers an opportunity to unify its legacy and future through a clear, compelling vision that resonates across generations.*

The next President & CEO will join an organization grounded in strength and possibility. With a solid financial foundation and an engaged Board and staff, Keiro is ready to sharpen its strategic focus and accelerate its impact. This leader will play a critical role in advancing a clear roadmap with measurable outcomes, strengthening organizational alignment, and ensuring that programs, partnerships, and investments are fully aligned with a shared vision for the future.

A particularly meaningful opportunity for the next President & CEO will be to guide and shape the future of Keiro Kikyo Home. As Keiro explores this model of culturally responsive, small-scale residential care, there is significant potential to define its strategy, partnerships, and long-term sustainability. This effort sits at the intersection of housing, healthcare, and community, offering the opportunity to pilot innovative approaches that could serve as a model for culturally grounded aging solutions both locally and nationally.

At the same time, external dynamics, including demographic shifts and rising caregiving needs, underscore the importance of Keiro's work. Opportunities such as community-based care models, healthcare partnerships, and expanded caregiver support position the organization to lead with innovation and scale. The next President & CEO will have the opportunity to elevate Keiro's voice and position it as a national model for culturally grounded, community-based aging solutions while honoring its deep community roots.



# Candidate Profile

*The next President & CEO of Keiro will bring a compelling blend of vision, cultural fluency, and operational discipline, guiding the organization at a pivotal moment in its evolution. This leader will be both strategic and action-oriented, able to translate community insight into clear direction, inspire trust across stakeholders, and lead with accountability through ongoing change.*

Deeply committed to the Japanese and Japanese American community and passionate about Keiro's mission, the President & CEO will build on the organization's strong foundation to drive sustained impact and growth. They will unify stakeholders around a shared vision, strengthen organizational alignment, and ensure that Keiro continues to meet the evolving needs of older adults through culturally responsive programs and partnerships.

**While no single candidate will have every experience listed in the position profile, the ideal candidates will exhibit the following professional and personal qualities, skills, and characteristics:**

## **Vision & Future-Building Leadership**

The President & CEO will craft a compelling vision that resonates with community and stakeholders while bridging 65 years of legacy with an expanded public health mission beyond traditional care. This leader will translate broad ideas into clear strategic plans with measurable goals and accountability, ensuring that community insight informs actionable direction. Grounded in a deep understanding of the Japanese American community's history, values, and intergenerational dynamics, the President & CEO will honor Keiro's cultural roots while advancing its future impact. This individual will balance bold vision with organizational stewardship, leveraging strong financial assets to drive innovation while ensuring long-term sustainability.

## **Transformational Leadership & Change Navigation**

Keiro is well positioned for a leader who can build on its collaborative culture while bringing greater clarity, momentum, and alignment to its next chapter. With a history of consensus-driven decision-making and recent leadership transitions, there is an opportunity to strengthen consistency in direction and communication. The President & CEO will work closely with a committed and experienced team to build confidence, reinforce accountability, and ensure priorities are clearly defined and executed. This leader will balance collaboration with decisiveness, moving initiatives forward with discipline and follow-through while guiding the organization toward a more aligned and forward-looking operating model.

## **Community-Centered Leadership & Trust Building**

The President & CEO will be a visible and trusted presence who builds cooperation and community partnerships and navigates Japanese cultural nuances in leadership style and stakeholder relations. This includes demonstrating cultural competence and respect for the lived experiences of Japanese American older adults, families, and caregivers, while strengthening relationships across generations. The leader will engage community voices with authenticity, ensuring Keiro remains a trusted cultural anchor while expanding partnerships with community organizations and healthcare institutions. Through thoughtful engagement and clear communication, the President & CEO will ensure that community perspectives remain central to the organization's work while also inspiring donors and stakeholders to support its continued growth and impact.

### **Operational Excellence & Team Empowerment**

The President & CEO will bring both strategic insight and operational discipline, ensuring that vision is translated into effective execution. This includes strengthening program evaluation, aligning resources with priorities, and using data to inform decisions. Internally, the leader will support and develop a team with deep institutional knowledge by creating clarity, strengthening accountability, and connecting individual roles to organizational goals. By fostering an inclusive and respectful environment, the President & CEO will build a high-performing team that is aligned, motivated, and equipped to deliver on Keiro's mission.

### **Strategic Board Partnership & Governance Leadership**

The President & CEO will serve as a trusted partner to an engaged and evolving Board, capable of unifying diverse viewpoints and strengthening alignment across both longstanding and newer members. With governance complexity across multiple entities, this leader will serve as a critical bridge, facilitating communication, clarifying roles, and ensuring operational clarity in decision-making while elevating Board engagement beyond reporting to create space for meaningful strategic dialogue. An appreciation for the cultural context and community expectations that shape Board dynamics will be important in fostering trust and cohesion. Ultimately, the President & CEO will build a high-functioning and aligned Board that operates as a true strategic partner in advancing Keiro's vision and long-term impact.

### **Partnerships, Philanthropy, and External Engagement**

The President & CEO will expand and deepen strategic partnerships with community organizations, healthcare institutions, and aligned funders to increase Keiro's reach and impact. This leader will strengthen fundraising efforts by connecting programs to clear and compelling outcomes and cultivating strong relationships with donors and foundations. Central to this work is the ability to articulate and consistently communicate Keiro's evolving story, honoring its deep roots in the Japanese American community while translating its legacy, vision, and impact into messaging that resonates with diverse and multi-generational audiences. By aligning partnerships and resource development with strategic priorities, the President & CEO will help position Keiro for sustained growth and broader influence.



# Compensation & Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$200,000 - \$250,000 with a generous benefits package.

## Contact

DSG | Koya has been exclusively retained for this engagement. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at [keiro\\_ceo@dsgco.com](mailto:keiro_ceo@dsgco.com). All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Keiro is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to their race, religion, ancestry, national origin, sex, sexual orientation, age, genetic information, disability, marital status, domestic partner status, or medical condition, or any other basis protected under Federal, state, or local laws.

## About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).