

Executive Director

The Fall River Deaconess Home is seeking a strategic and visionary Executive Director to join our highly respected nonprofit organization located in Fall River, MA.

The Organization

The Deaconess Home was founded in 1893 to offer underprivileged women a safe and nurturing environment. Since its inception, the Deaconess Home has shared the value of community with young women and has provided education, recreation, vocational training, and a place to call home. Medical, psycho-social, and psychiatric services were added in 1941, and in the 1960s Deaconess opened its first site for group home services. Today, the Deaconess Home is a vibrant agency which provides cutting-edge comprehensive treatment services to young women, ages 11-22, and their families to maintain their safety, reduce the need for crisis intervention, and strengthen interpersonal and daily living skills.

With an annual budget of \$7 million, our programs include:

Residential Treatment: We provide individualized therapeutic interventions and a range of services, including education for residents to increase productive and pro-social behavior, improve functioning and well-being, and return to a stable living arrangement in the community.

Group Living Services: This program enables individuals who need additional support to regain, maintain, and improve life skills and functioning in a safe, stable, community-based living arrangement

Family Support and Stabilization Services: Our goal is to improve family functioning, increase child and family safety and well-being, to reduce the need for Department of Children and Families intervention and separation of children from their families, and to ease the transition to reunification following out-of-home placement.

Our dedicated staff team numbers nearly 100. The Deaconess Home fosters a culture of excellence and improvement and is currently undergoing formal accreditation through the Council on Accreditation (COA). See www.deaconesshome.org

The Position

To build upon the legacy of the Deaconess Home, our next leader will be driven by compassion, respect, and belief in the enormous potential of our clients. The Executive Director must bring well-honed leadership and collaboration skills as s/he works with the Board of Managers, staff, clients, funders, community leaders and other major stakeholders, and will lead a motivated and committed team with a strategic vision and sense of purpose. With overall responsibility for day-to-day management of the agency, including all phases of programs and services, financial management, and planning, the Executive Director must possess entrepreneurial acumen and the ability to lead and manage a complex and dynamic organization.

Responsibilities

Leadership and Management:

- Promote an organizational culture that fosters passion for the mission, provides a supportive work environment for staff, and prioritizes effective and meaningful service delivery.
- Provide information, expertise and knowledge that will allow the Board and its committees, senior leadership, and management teams to effectively set and achieve goals.
- Provide a positive, service-centered environment that is ethical, supportive, and respectful of clients, families, staff, and volunteers.

Fiscal Management and Fundraising:

- Maintain fiscal strength and viability, including creation and implementation of an approved budget and fiscal policies and procedures.
- Ensure compliance with fiscal and contractual reporting and regulatory requirements.
- Create and implement development plans and provide fundraising leadership.

Service Delivery:

- With senior administrative and management teams, plan and implement the systems and practices to meet approved goals and objectives.
- Establish performance measures for day-to-day operations for each program.

Public Relations and Community Advocacy:

- Establish and maintain creative and collegial working relationships with state, local, and national service organizations, regulatory agencies, community resources and the business community.
- Represent the agency, encourage mutual understanding, and maintain knowledge/perspective of community needs and opportunities.

Board Relations:

- Work supportively with and provide leadership to the Board of Managers in regard to planning, decision-making, fiduciary, and oversight responsibilities.
- Attend meetings of the Board of Managers and its subcommittees as an ex-officio non-voting member.
- Report regularly regarding operations, finances, and implementation of the long-term plan as well as changes in the business and regulatory environment.

Staff Support and Management:

- Mentor and support the administrative and management teams
- Ensure an environment that encourages staff to understand the mission, philosophy, performance targets, and service and long-term goals.
- Develop and maintain a talent management structure that attracts and retains qualified staff.
- Oversee the maintenance and implementation of effective personnel policies.

Skills/Experience Desired

- Experience managing treatment and/or educational services for youth and families
- Ability to identify public policy and legislative issues
- Supervisory experience and approachable leadership style that encourages collaboration
- Ability to develop, implement and evaluate formal short and long-term plans, policies, and procedures
- Capability to ensure sound fiscal policies and operations
- Track record in fundraising
- Familiarity obtaining and administering contracts from state and/or federal agencies
- Knowledge of human resource management practices
- Collegial relationships with a wide variety of individuals inside and outside the organization
- Understanding of the formal accreditation process and effective practices in the human service field
- Proven strong oral and written communication skills

Qualifications

- MSW, MBA or other advanced degree in nonprofit or human service management, special education, child development, family services or related field
- At least ten years' experience in a leadership position
- Proven administrative, supervisory and management skills in an organization which provides human services

The Fall River Deaconess Home is an equal opportunity employer and welcomes a diverse pool of candidates in this search.

To apply:

Please send cover letter and resume to Susan Barry, Egmont Associates: sbarry@egmontassociates.com