

# Position Announcement

## Executive Director

### The Children's Study Home

**The Children's Study Home**, a highly respected nonprofit in Springfield, MA, is seeking an outstanding new Executive Director. The Executive Director will lead professional staff and volunteers who are dedicated to partnering with families to provide innovative educational programs and services that strengthen children and families, empowering them to succeed at home, within the community, and throughout life. **For more information**, please see [www.studyhome.org](http://www.studyhome.org).

#### The Organization

Founded in 1865, The Children's Study Home (The Study Home) serves children, adolescents, and families with special needs throughout the Pioneer Valley, the Berkshires, and Cape Cod. The children are often struggling to cope with behavioral, psychiatric, and cognitive issues related to experiences they have survived. The Study Home staff assesses their needs and develops individualized service plans that foster recovery, growth and wellness.

The Study Home works closely with MA Departments of Children & Families (DCF), Elementary & Secondary Education (DESE) and Early Education & Care (EEC) and with local public school districts. The Study Home believes that the family is the core of a child's life experience, and that whenever possible, preservation of the family unit should be supported. The Study Home is committed to the intrinsic value of each child and the importance of nurturing their development to their fullest capabilities.

The Study Home is a trauma-informed/resiliency focused culture and is undergoing accreditation with the Council on Accreditation (COA). Our Performance and Quality Improvement Plan supports our capacity to support permanency and safe and stable families. Programs include:

#### Education

Curtis Blake Day School  
Mill Pond School – Berkshires  
Mill Pond School – Springfield

#### Family Support

Comprehensive Foster Care  
Cape Family Assessment and  
Mentoring Services  
Cape Family Support Program  
Family Support Springfield  
Fathers in Trust

#### Residential Services

Cottage Residential Program  
Sharp I Residential Program  
START Program

The Study Home operates with an annual budget of approximately \$10 million with a 24-member Board of Directors and 200 full and part-time staff. Funding sources include state and federal agencies, local school districts and corporate, foundation and individual contributions

#### The Position

The Executive Director is responsible for overall leadership as well as day-to-day management of all programs and operations in Springfield, the Berkshires and on Cape Cod. With the Board, s/he will provide vision and strategic thinking to address the challenges and opportunities facing the agency, building a multicultural organization and community. S/he will be the primary representative of CSH in the community and in advocacy efforts. Responsibilities include:

- **Leadership/Management:** Promote an organizational culture that fosters passion for the mission, teamwork, and a common vision. Build a robust environment that ensures diversity can be leveraged as a resource that aligns the agency purpose with the community it serves.

- Program Delivery: Ensure high-quality service delivery and develop growth opportunities consistent with the mission and philosophy. Lead staff to meet high standards of licensing and funding agencies. Oversee growth opportunities for the agency and maintain relationships with partners at the local and state level.
- Strategic Planning: Provide leadership to achieve the goals established by the Board. Execute on strategies and action plans on behalf of the agency.
- Fund Development: Develop and implement fund development plans and provide leadership for The Study Home's fundraising initiatives.
- Public Relations and Community Advocacy: Serve as the chief spokesperson for the agency and oversee community relations functions to raise public awareness of The Study Home in the community. Work alongside local and state advocacy groups to improve the delivery of services to children and families. Represent the agency on local and state committees, addressing issues pertaining to children, families, and the delivery of services.
- Public Policy: Identify relevant public policy and legislative issues. Build relationships with legislators and government officials and advocate as needed for issues pertaining to children, families, and service delivery.
- Fiscal Management: Maintain the fiscal strength and viability of the agency. Develop, monitor and revise annual budget. Ensure compliance with financial and contractual reporting and regulatory requirements.
- Talent Management: Develop talent management structure within the agency to attract and retain high quality staff and ensure effective and compliant recruitment, benefits, performance management policies and procedures. Stimulate a work culture of zealous advocacy, respect, diversity and inclusion, and client-orientation that is dedicated to building strong professional relationships, internally and externally.
- Board Relations: Work with the Board of Directors in a manner that supports, guides, and fulfills the mission as defined by the Board. Communicate effectively in a timely way with the Board, providing all information necessary for the Board to function properly and to make informed decisions.

### **Experience and Skills Desired**

- Visionary and strategic leader who will inspire passionate belief in the mission and philosophy.
- Ability to work effectively in collaboration with diverse groups of people.
- Demonstrated ability to develop, implement, and evaluate plans, policies and procedures, and to resolve problems.
- Supervisory experience and mentor/facilitator style that encourages communication and collaboration.
- Experience working successfully with board(s) of directors.
- Ability to represent the organization as a spokesperson and through legislative advocacy.
- Demonstrated strategic planning experience.
- Ability to oversee financial health of the organization.
- Training/experience managing treatment and educational services for children and families. Experience outside the nonprofit sector will also be considered.
- MSW, MBA or other advanced degree in human services management, special education, psychology, child development, or related field.
- Experience obtaining and administering contracts from state and/or federal agencies is beneficial.
- Interest in and capacity to facilitate fundraising with foundations, corporations, and individuals.
- Regular travel throughout Massachusetts is required.
- Must live near or be willing to relocate to the Springfield, Massachusetts area.

*The Children's Study Home is an equal opportunity employer and welcomes a diverse pool of candidates.*

### **To Apply**

**Send cover letter and resume to Susan Barry at Egmont Associates, [sbarry@egmontassociates.com](mailto:sbarry@egmontassociates.com)**