

EXECUTIVE DIRECTOR SEARCH – BAYPATH ELDER SERVICES

Are you ready to step into a leadership role with one of the area's leading non-profits? Since 1977 BayPath Elder Services, Inc. has been serving and advocating for the needs of older adults by offering home care and related services enabling them to live independently in their homes while promoting their well-being and dignity.

While we are seeking an experienced professional to guide the administration and operation of the agency to achieve the goals and objectives recently identified in our strategic plan, we are also looking for a visionary and a builder. Massachusetts citizens are living longer and health challenges are becoming more complex. The landscape for aging in this state while remaining independent is changing and we need to anticipate those changes.

BayPath is a designated Massachusetts Area Agency on Aging (AAA) and is one of 25 Massachusetts Aging Service Access Points (ASAPs). We need someone to continue to build relationships with our colleagues at these agencies and at the Councils on Aging in the 14 MetroWest communities that we serve.

BayPath is dedicated to being a trusted provider who provides an array of services and programs to:

- Older adults who require support to maintain independence
- Caregivers requiring training and assistance
- The LGBTQ Community by providing intergenerational activities and safe spaces
- Individuals under 60 with disabilities consistent with our commitment to promoting independence, quality of life and dignity

As a designated Massachusetts Aging Services Access Point, we depend upon state and federal contracts as well as private donations to provide vital services to individuals who need them most.

Additionally, BayPath receives federal funds under the Older Americans Act to promote and enhance our mission. We provide grants to community organizations to support legal services, transportation, mental health, and health and fitness education.

The annual operating budget is \$21 million with 115 employees, 450 volunteers and a subcontracted vendor network. BayPath is a CARF accredited agency.

Executive Director Responsibilities:

- Supervise the financial management of the corporation, including the development and implementation of the annual budget and oversight of State and Federal fiscal requirements
- Develop long-term organizational goals and objectives as determined by the corporation's strategic plan and the Board of Directors

- Build strong relationships with the Executive Office of Elder Affairs, other ASAPs/AAAs, Council on Aging directors, area legislators and other stakeholders
- Assure compliance with requirements established by the Executive Office of Elder Affairs, the Administration for Community Living and other applicable entities
- Continue to build and maintain open communication with a strong, active and informed Board of Directors
- Develop and oversee fund raising activities that support the organization's priorities and agency goals and objectives
- Take a leadership role in the new re-branding campaign as set forth in the strategic plan
- Provide overall leadership to staff in the development and implementation of short- and long-range plans, policies and other activities ensuring legal, financial and administrative tasks are completed in a timely manner

The Ideal Candidate:

- An engaged leader who embodies and promotes the mission and core values of BayPath Elder Services
- A knowledgeable health professional with innovative ideas to enhance client satisfaction, collaboration and creation of innovative programs
- A respected decision-maker who builds consensus and encourages dialogue
- An expert with comprehensive knowledge of aging and disability public policy
- A relevant Bachelor's or advanced degree in a field reflecting preparation consistent with duties and responsibilities
- An executive with expertise in health care, long term care and/or home and community based human services

Mission:

We empower individuals across the lifespan to live with dignity and independence in the community setting of their choice by providing quality resources and services. We guide our clients and their families through the complex long-term care system.

For more information on BayPath please see <http://www.baypath.org>

Applications:

All correspondence relating to the position of Executive Director at BayPath Elder Services should be directed in confidence to: edsearchbaypath@yahoo.com

BayPath Elder Services is an Equal Opportunity / Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, ethnicity, religion, sex, sexual orientation, gender identity, national origin, age, marital status, physical or mental disability, protected veteran status, genetic information or any other legally protected status, in accordance with applicable federal, state and local EEO laws.