



**GROW Associates, Inc.**  
connecting people of all abilities with opportunities since 1973

## **GROW Associates, Inc. Seeks an Executive Director**

GROW Associates, Inc. of Randolph, MA (GROW) seeks a visionary, collaborative and compassionate leader to position the organization for sustainability and expansion by identifying opportunities and anticipating trends in the developmental disabilities field. We are looking for an Executive Director with extensive experience working with people with developmental disabilities, and skilled in building teams, developing partnerships, organizing fundraising, and maintaining good communications.

### **About GROW**

GROW's work is grounded in our mission statement - *"Equitable participation in society is a fundamental right we all share. By supporting people of all abilities, our commitment is to provide opportunities for Growth to each person we serve"*.

GROW provides services for individuals with disabilities in the greater Brockton area to plan their individual goals and supports them in achieving those goals. GROW provides a wide range of services to almost 300 people. These programs include Day Habilitation, Community-Based Day Supports, Vocational Training and Employment Services. GROW Associates' services helps adults with developmental disabilities achieve a sense of accomplishment and self-worth.

For those served and for the staff, GROW is like a second home. Important tenets at GROW, which sets them apart, are the offering of choice and involvement in life decisions and encouragement to participate in community activities. Team members and staff are facilitators, working together with those they serve and their families, teaching and creating bonds that help build confidence.

GROW is governed by an 8-member board, employs approximately 65 full and part-time staff, and manages an annual budget of \$3.2 million. GROW is financially stable and is dependent on MA state funding, donations and partnerships to provide critical services. An interim director is in place and is working with the leadership team to assess partnership opportunities and address staffing challenges so common in the age of COVID.

### **The Opportunity**

Following a recent capital campaign, GROW completed the purchase of its building and headquarters. The next executive will be responsible for developing and leading the organization in a vision to:

- Position GROW to strengthen current services of the changing population ~~referred~~ and explore an expansion of our services that builds on GROW's expertise

- Determine and leverage the most effective use of its facilities
- Support and strengthen existing programs for the individuals we serve and investigate and cultivate new opportunities
- Build external relationships with peers, funders, and stakeholders to determine partnership opportunities to meet the participant needs effectively and/or staffing support
- Build a culture of teamwork among staff and guide a strong leadership team
- Develop and implement innovative methods to recruit, retain and build the skills of staff
- Develop funding sources to build and diversify revenue streams
- Influence a workplace and board stewardship culture of engagement, transparency, and trust

### **The Ideal Candidate**

While we recognize that candidates will not possess all the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences and will have the capability to oversee an organization of GROW's size and scope:

#### **A Visionary and Strategic Executive**

- Progressive leadership experience in the fields of intellectual and developmental disabilities, elder services, residential care, or related experience
- Proven success in assessing trends and bringing new ideas or change management to an organization or problem
- Demonstrated ability to lead and execute a strategic organizational vision and plan to leverage funding, partnerships, and public awareness

#### **An Authentic and Engaging Leader**

- Passion for the mission of GROW and experience working with the participants it serves and represents
- A warm, humble, and accessible servant leader who motivates, coaches, appreciates, and respects staff
- Partner to the Board of Directors to expand its impact on behalf of the organization
- Committed to developing a welcoming, collaborative, diverse, and inclusive work culture and climate
- Generous in spirit; caring, genuine, down to earth person who is approachable and a good listener

#### **A Powerful Communicator and Relationship Builder**

- Proven experience as a fundraiser, particularly with sponsor recruitment, government contracts, grant attainment, and annual appeals
- Ability to engender the respect, rapport, and credibility of peers, policymakers, and residents
- A public spokesperson committed to raising GROW's profile
- Experience in designing and executing partnerships that drive growth and quality care
- Ability to engage, inspire, and collaborate with GROW staff and Board of Directors

## **A Seasoned Organizational Leader**

- Non-profit acumen in operations, management, finance, and governance leadership at an organization of GROW's scale
- Experience assessing operational needs and building the internal team to execute change
- A planner, experienced with making decisions based on data

## **Desired Credentials**

- A minimum of 7 years of senior leadership or equivalent experience
- Advanced education relevant to this position

## **Application Guidelines**

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Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of GROW. Applications will be accepted until the position is filled. The salary range being offered is \$150,000 - \$180,000.

Send required documents to: <https://eostransitions.applicantpool.com/jobs/>

GROW is an Equal Employment Opportunity and Affirmative Action Employer and looks forward to an inclusive hiring process. It encourages a broad range of applicants, including candidates from diverse backgrounds and cultures, particularly candidates of color, LGBTQ candidates, and/or those with lived experience that represent the communities GROW serves.

This executive search is being conducted by Eos Transition Partners consultant Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions must be submitted to Nancy Jackson at: [njackson@eostransitions.com](mailto:njackson@eostransitions.com).