



**Executive Director  
Wellesley, MA**

As a private, non-profit mental health agency serving families, children and residents of all ages in Wellesley, Weston, and Wayland, the mission of Human Relations Service (HRS) is to heal lives and strengthen its communities. HRS works to treat, reduce and prevent mental illness; support the well-being of children, families, individuals and institutions in its towns; provide a broad range of outpatient diagnosis and treatment to residents and sliding-scale self-pay fees for those who qualify; and provide consultation to local schools and other organizations, and education to parent and civic groups, employee assistance programs and college counseling.

The need for HRS's specialties—high quality outpatient treatment, early intervention, and prevention—has never been greater. The mental health of children and families deteriorates steadily as social change and fragmentation pressure the stability of family and community alike. Changes in public policy and patterns of health care and insurance, however, make it increasingly difficult for low and moderate-income families to find and afford the services they need.

Funding service to residents, whose needs are growing but who cannot afford the cost of care, is an immediate and long-term challenge. So, too, is finding ways to reduce and prevent the very need for treatment itself. HRS remains vigorously committed to meeting these challenges and to fulfilling its mission to support the health and well-being of the communities it serves.

HRS seeks a mission-driven leader with experience engaging broad stakeholder groups – board, staff, consumers, families, and communities - to shape a future of innovation without moving away from the HRS mission. The next leader will promote a culture of caring, collaboration and learning in HRS's client and community centered environment.

The candidate will have a successful record of proven leadership, managerial, problem solving and strategic planning capabilities and commensurate fiscal acumen as an executive in a growth-oriented nonprofit organization, government agency, or business; an exemplary reputation with stature and credibility in behavioral health service delivery and/or a relevant field; demonstrate compassion, empathy, and an unwavering commitment to support people in distress and ensure their long-term health; and a successful track record leading strategic initiatives and building innovative systems of care in collaboration with professional and community partners.

This person will be inclusive and a consensus builder, willing and able to make tough decisions when necessary; possess deep emotional intelligence and political sophistication to deal effectively with multiple constituencies; prioritize equity and diversity, listen with understanding, and treat everyone with respect; be available and approachable; have the creativity to break free from established structures and try new approaches to solving problems; have a belief that anything is possible and the ability to get it done; capitalize on social media and other forms of technological strategies to strengthen HRS's profile, influence and business operations; and operate with a strong work ethic, a commitment to excellence, a high level of energy, a sense of purpose, and kindness.

Candidates should have at least 10 years' experience with increasing levels of responsibility within the community behavioral health and human services fields and the ability to balance clinical and financial goals. A graduate degree in a human services field, business, health care or public administration or a

related field, with a human services or nonprofit specialization is preferred. Licensure and experience as a clinician/behavioral health provider is preferred but not required. Experience in a nonprofit setting working with/for a Board of Directors is preferrable. While this position is envisioned as a full-time position, individuals seeking to balance this commitment with a private clinical practice may be considered.

HRS is an equal opportunity employer and is committed to a community where everyone has the opportunity to thrive. HRS actively welcomes candidates from a wide range of backgrounds to lead this dynamic organization.

To confidentially apply, submit a current resume and letter of introduction to Susan Barry at Kittleman & Associates at <https://bit.ly/344YK69> (click on the Apply button at the bottom of the page).