

## Overview



### Executive Director

LifePath seeks a compassionate and innovative leader to champion the rights of people of all cultures, ages and abilities to find their path to living and aging with dignity and independence.

### WHY LifePath?

*I love the people here who sincerely support each other in providing the best care possible to our consumers. I love our focused mission to grow in relation to equity and inclusion for all our employees and to those we serve.*

### LifePath...

- Believes all people have a fundamental right to maintain their quality of life, dignity, and independence, as valued members of our communities.
- Is an advocacy organization compelled to take social action to create just, fair, and equitable societies that value all individuals.
- Staff love working here because they enjoy helping people have the best possible quality of life.

LifePath is dedicated to the well-being of older adults, individuals with disabilities, and caregivers. Through person-centered service coordination, education and support, LifePath seeks to create integrated systems of care that are culturally responsive and informed by best practices. LifePath believes all people have a fundamental right to maintain their quality of life and aspires to support people of all cultures, ages and abilities to find their path to living and aging with dignity and independence.

Located in Franklin County in Greenfield, MA, LifePath is a \$20.3M private, nonprofit corporation and is an Area Agency on Aging and Aging Service Access Point. LifePath is a mission driven organization led by an executive director, a senior management team of four, and a 14-member board of directors. Over 150 staff and 230 volunteers support the work. LifePath serves all of Franklin County and the North Quabbin area with other select programs and opportunities in other parts of the state.

For more information, please visit the LifePath website at <https://lifepathma.org/>

### OPPORTUNITY

The Executive Director provides the leadership of the organization and direction to promote independence, dignity and quality of life for individuals. The Executive Director leads the organization through programmatic, operational and financial oversight in accordance with the goals and values of the Board of Directors and organizational stakeholders. The Executive Director is responsible for building relationships and strengthening the LifePath mission within the community.

LifePath seeks a leader who has a keen eye on industry shifts, and a successful track record of building and scaling an organization and establishing a positive organizational culture. The ideal candidate has significant experience and expertise in high-level decision making, fostering relationships with key stakeholders, and building strong management teams. In addition to having experience in advancing diversity, equity and inclusion, the Executive Director has exceptional communication skills and financial acumen, and a passion for community engagement and development.

The next Executive Director will be an inspirational and prominent leader in the community, and will seek out and mobilize all available resources, business and community partnerships and funding opportunities to enhance LifePath's objectives. Engaging with board members, staff, volunteers and stakeholders at all levels within the organization is key to the role of Executive Director.

## **Responsibilities**

### **PRIORITIES**

In five years, LifePath anticipates an increase in the range of services it offers to older adults, caregivers and people with disabilities, and to consumers at all income levels. The Executive Director will help build growth based on the organization's capacity for flexibility, maintaining staff satisfaction, and expanding services. Key priorities include:

#### ***Build and maintain relationships with community partners***

Increase accessibility for older adults and persons with disabilities, and create an intergenerational strength-based interactive model of day health. Build strong relationships with community partners.

#### ***Develop and expand programs and services***

Overall, guide programming that centers housing as a critical issue for older adults and people with disabilities, across the age spectrum, in the region LifePath serves. Provide visionary leadership for expansion of programs and services based on community needs and funding opportunities.

#### ***Manage, develop and retain staff, volunteers and board***

Through direct outreach, recruitment, training and thoughtful shifts in organizational culture, develop and build staff, board, and volunteers to reflect a more diverse background. Motivate staff and volunteers to honor the mission and sustain a commitment to deliver quality, consumer-centered services. Create opportunities for growth and advancement.

#### ***Fundraising and resource development***

Develop strategies to enhance funding opportunities and fundraising. Establish new partnerships and build strong relationships with funders. Develop strategies to increase and diversify sources of revenue to support organizational stability and growth through contract negotiations, grant applications and fund development.

#### ***Develop and execute a strategic plan***

Lead LifePath in the execution and implementation of a strategic plan that will serve as a roadmap for program and service development. Other key strategic initiatives include a clear, flexible plan to return employees to in-person work; a strategy to advance diversity, equity and inclusion; a technology plan to support workflow, communication, and productivity; and a strategy to diversify funding resources toward financial sustainability.

## **Qualifications**

- A master's degree in health or human services, public administration, business, or a related area is preferred with a minimum of three years of executive or senior management experience leading a large and complex organization.
  - Five years of executive or senior management work experience with a bachelor's degree may be substituted.
  - Clinical oversight and nonprofit experience is a plus.
- Strong business acumen is required; must be skilled at budgeting/financials and operational management.
- Relationship building with a wide range of internal and external stakeholders and groups; eager to engage with individuals, government agencies, foundations, donors, and community leaders; demonstrated ability to conduct community outreach and develop partnerships and collaborations.
- Proven track record of successful fundraising and resource development; experience with federal, state and local funder/regulatory compliance, policy and funding opportunities.
- Experience advancing diversity, equity and inclusion initiatives; a commitment to advancing LifePath's work toward becoming an antiracist and multicultural organization.
- Demonstrated ability to manage, develop, coach and support staff and teams to build a cohesive culture.
- Program management, development and evaluation; evidence of innovative programming.
- Continuous quality improvement, quality assurance and data-driven decision-making.
- In-depth involvement with strategic planning processes; ability to execute and implement a strategic plan.
- Experience managing and developing a board of directors while increasing diversity.
- An understanding of, and appreciation for, the challenges and attributes of rural and dispersed communities. Local knowledge of the surrounding communities, or similar, is preferred.
- Excellent communication and listening skills, internally and externally, with the ability to serve as a visible and active community member; marketing and public relations experience a plus.

In addition to the above qualifications, key attributes include:

- Compassionate
- Decisive
- Empathetic
- Flexible
- Humble
- Innovative
- Introspective

## HOW TO APPLY

Interested candidates can submit materials at the blue button/link on the top right of this posting page.

Electronic submissions sent through the link are preferred. All submissions receive acknowledgment and are confidential within the search committee and [TSNE](#).

Candidates should include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of LifePath along with salary expectations and how they learned of the position. The position will remain open and applications accepted until the right candidate is identified.

The Executive Director role is full time with generous health and wellness [benefits](#). A regional presence in LifePath's location in Greenfield, MA is required. Salary is commensurate with relevant experience, within the framework of the organization's annual operating budget, and in the approximate range of \$130-160,000. LifePath is committed to complying with CDC COVID-19 requirements and requires proof of COVID-19 vaccination for all employees.

LifePath is deeply committed to the principles of equity, diversity and inclusiveness. Bilingual persons, minorities, women, and candidates with disabilities are encouraged to apply.

LifePath, Inc. is an AA/EOE employer committed to a diverse workforce.

Apply Here: <https://www.click2apply.net/EO5jAziWLMQAKIMydhXa1m>

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