



Chief Executive Officer
Chelsea, Massachusetts

North Suffolk strives to help people achieve independence and fullness of life by providing a wide array of community-based, person-centered treatment, recovery, and rehabilitation opportunities; by intervening as early as possible; by promoting prevention, education, and hope; and by participating in training and research.

North Suffolk Mental Health Association (North Suffolk), one of the most prominent non-profit behavioral health systems in Greater Boston, seeks a Chief Executive Officer (CEO) who will bring deep commitment to high-quality, community-responsive care. North Suffolk's CEO will be an effective external advocate and a skilled organizational leader who will fuel the agency's ability to flourish programmatically, operationally, and financially and steward it in proactively responding to an evolving behavioral health landscape.

Founded in 1959 to serve the communities of East Boston, Chelsea, Winthrop, and Revere, North Suffolk has steadily expanded and diversified its scope to include a nearly unmatched array of interconnected behavioral health services that reflect best practices and that have evolved to meet ever-changing community needs. Programs serve children, youth, adults, and families who require mental health support, are facing addiction, and who have intellectual and developmental differences via a comprehensive, cross-functional network of crisis, outpatient, community- and home-based, and residential services. North Suffolk prioritizes continuous quality improvement; cultural and linguistic competence; and respect for the dignity, rights, and uniqueness of each individual served.

Today, North Suffolk's nearly 1,000 staff impact the lives of more than 10,000 people every year. The agency is led by an executive team of six, including the CEO, and is governed by an eight-member board of directors. North Suffolk's FY22 budget is \$63.2 million, approximately 67 percent of which is derived from government contracts and 33 percent from insurance and other sources. Programs and services are organized into seven divisions and administered across the agency's nearly 50 sites, in private homes, in schools, and in the community.

North Suffolk's next CEO, working closely with board and executive staff, will provide strategic vision and leadership to an organization of considerable consequence. The CEO will reinforce the strength and quality of the agency's portfolio of services, innovating and expanding where necessary, and will anticipate and prepare for changes in the policy and clinical environments in which the agency operates. They will secure North Suffolk's financial health through the diversification of its revenue streams; shape an administrative infrastructure that most effectively supports the agency's scale; and devise creative methods to attract and retain dedicated and competent direct service staff. In addition, the CEO will ensure organizational commitment to addressing social determinants of health, including racism, xenophobia, and poverty, and that staff at all levels more accurately reflect the racial, ethnic, cultural, and linguistic diversity of the communities they serve. The CEO will build on North Suffolk's existing relationships with key partners and funders, be active in community and professional organizations, and be a key figure in conversations about the future of behavioral health in Massachusetts.

The next CEO will bring leadership experience in an organization similar to North Suffolk in its complexity, programs and services, and funding model. They will be a seasoned strategist and program developer, familiar with the intricacies of specific initiatives and the broad strokes of what it takes to be a successful human services CEO today. They will be an experienced leader and developer of staff with measurable evidence of furthering diversity, equity, inclusion, and anti-racism and culturally competent care. As the primary ambassador for North Suffolk, the CEO will have a track record in government and policy relations and authentic community partnerships. Essential attributes include integrity; transparency; accountability; diplomacy; creativity; and a commitment to promoting the health, welfare, and dignity of all individuals.

North Suffolk Mental Health Association has retained Isaacson, Miller, a national executive search firm, to assist in this search. All inquiries, nominations, and applications (including resumes and letters of interest responding to the opportunities and challenges outlined above) should be directed in strict confidence to:

Phillip Petree and Tatiana Oberkoetter
www.imsearch.com/8158

North Suffolk is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, pregnancy, sexual orientation, gender identity, national origin, age, protected veteran status, or disability status.