



Search for the Chief Executive Officer
The Evergreen Center
Milford, MA

The Evergreen Center (Evergreen or the Center) seeks a dynamic, entrepreneurial leader to serve as its next Chief Executive Officer (CEO). The Evergreen Center is one of Massachusetts' premier providers offering day and residential programming for students and adult individuals with significant developmental disabilities. Supported by an enthusiastic professional team and building on a culture dedicated to transforming the lives of its students, the CEO will lead the next chapter of strategic direction for the Evergreen Center.

Located in Milford, Massachusetts with homes in several surrounding towns, the Evergreen Center is a leader in innovative therapeutic education and since its founding has transformed the lives of students and families living with severe developmental disabilities. Today, the Evergreen Center enrolls approximately 90 students between the ages of eight and 22 in its residential school, is home to 20 adults in its adult residential program, and supports 20 children in comprehensive foster care. These programs provide a measurable impact on the social-skill development and overall well-being of students and residents. With a maximum group size of eight, and up to six staff in each classroom, Evergreen is able to offer significant involvement in every aspect of a student's growth. Students and families are supported by a range of professionals, including certified special education teachers, on-site nurses, and speech and occupational therapists.

With an operating budget of approximately \$30 million and a total of 400 staff members across all divisions, the role of Chief Executive Officer calls for an inspiring, visionary leader with exceptional recruitment, management, operational, fundraising, and budgetary skills. The Evergreen Center has established a solid foundation on which to build and is excited to welcome a new leader who will work with the students and families, staff, and Board of Directors to sustain and build upon the excellence for which the organization is known.

The ideal candidate will bring the following personal and professional qualifications and attributes:

- Ability to develop a compelling vision and strategy and see it through successful implementation.
- Experience leading a comparably sized, complex organization or unit with a diverse workforce and multiple constituencies;
- Ability to recruit, grow, and retain talented professionals with a range of experience and tenure.

- Commitment to building diverse teams and to fostering a culture that prioritizes diversity, equity, and inclusion organization-wide;
- Deep appreciation for the unique strengths and needs of the clients and families served, and a drive to increase accessibility and transparency for both prospective and current clients.
- Working knowledge of state and federal regulations governing the clinical and educational needs of students and residents with severe developmental disabilities.
- Successful stewardship of resources and proven ability to identify new streams of revenue.
- Experience with facilities management and capital planning.
- Proven track record of establishing clear decision-making processes and channels, even keeled and calm, even when leading through challenges
- Ability to communicate persuasively and cultivate strong relationships, both internally and externally.
- Unimpeachable integrity, ethics, high standards of excellence, and a collaborative orientation.
- A sense of humor.
- A PhD is preferred.

The Evergreen Center has engaged Isaacson, Miller, a national executive search firm, to assist with this important search. Screening of applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and resumes with cover letters will be handled in confidence and should be sent via the Isaacson, Miller website for the search. Electronic submission of materials is strongly encouraged: <https://www.imsearch.com/open-searches/evergreen-center/chief-executive-officer>

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Selection for employment is made regardless of race, color, religion, creed, sex, sexual orientation, gender identity/expression, pregnancy or pregnancy-related condition, marital status, national origin, ancestry, age, disability, handicap, genetic information, someone who is a member of, applies to perform, or has an obligation to perform, service in a uniformed military service of the United States, including the National Guard, on the basis of that membership, application or obligation, veteran status, or any other bases protected by law.