



**President and CEO
Southern Massachusetts Region (Flexible)**

The Community Connections mission is to provide life-enriching services that promote optimal independence for people with disabilities.

Community Connections, Inc. ("CCI" or "Community Connections") offers services to adults with disabilities at eight locations throughout Southeastern Massachusetts and Cape Cod. Through personalized case management, we design individualized programs that build on the strengths of the whole person. Programs are tailored to:

- Promote self-sufficiency, personal growth and independence
- Increase access to the community
- Assist in meeting personal and professional goals
- Increase social interactions with peers and colleagues
- Stimulate involvement in civic and community activities

The next President and CEO of Community Connections will have the opportunity to lead and grow this \$25 million organization to even greater levels of service, visibility and impact.

This leader will serve as the face of Community Connections and will provide clear vision, inspiration and increased visibility to both external and internal members of the CCI community. Heightened external awareness of CCI's services and reach will further expand opportunities to strengthen existing community partnerships and relationships with key partners.

The candidate we seek will be an experienced, proven and effective executive who is passionate about improving the quality of life of individuals with intellectual and developmental disabilities and their families.

The next President and CEO of CCI will be a proven visionary leader with a minimum of ten years of progressive leadership experience and, most importantly, will have a deep and abiding passion for the mission of CCI and the individuals and families it serves. The next President and CEO will have demonstrated inspirational executive leadership in organizations similar in scope and complexity to CCI. They will possess a strong understanding of nonprofit leadership and organizational development and will have experience in building healthy and productive teams.

While this person will be a strategic thinker, they will also be able to manage risk creatively and assess and plan for future needs. The next President and CEO will have a strong ability to lead, inspire and knit together a team of dedicated staff, and they will possess a collaborative yet action-focused decision-making style. The successful candidate will be a person who understands, values and promotes equity throughout the organization. They will also have the commitment and experience needed to advance

the organization on its journey to fully embrace diversity, equity, inclusion and belonging across the Community Connections community.

The next President and CEO must have the desire and ability to engage and motivate a team of professionals at all levels of experience. Personal qualifications include the interest and ability to maintain what is already a strong, supportive culture, and to further develop the strengths of all team members to empower and energize their work. An approachable leader with high integrity, emotional intelligence, humility, humor, and a flexible and resilient personality will serve the organization well.

A bachelor's degree is required. An advanced degree in a human service or business administration related field or 10 years' experience in upper-level management positions is preferred.

The compensation range for this position annually is between \$175,000 - \$200,000. CCI takes a holistic approach to the employee benefits that it offers. These benefits are meant to support not only the employee but their family. With that, CCI offers 9 paid holidays, PTO, medical and dental insurance, vision, auto and home insurance, paid family and medical leave, life and AD&D insurance, long term disability, Flexible Spending Account- medical and dependent care, Employee Assistance Program, and a 403b retirement plan.

Community Connections, Inc. is an equal opportunity employer and committed to inclusion and nondiscrimination. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.

If you want to lead this dynamic organization, please confidentially submit a current resume and cover letter to Kittleman & Associates. The cover letter is an opportunity to showcase your passion for Community Connections Inc.'s vision and mission, as well organizational impact in current or prior roles. The position will remain open until filled, but applicants are highly encouraged to submit their materials as soon as possible to ensure full consideration. Submit your application online by clicking the Apply Button at the bottom of the page <https://bit.ly/ccipresceo>.

For more information about Community Connections, Inc. visit <https://communityconnectionsinc.org/>.