



Executive Search

Spectrum for Living Seeks a Chief Executive Officer

Spectrum for Living seeks an experienced, business savvy, dynamic, transformational Chief Executive Officer to lead the organization into the future.

Spectrum for Living, a New Jersey not-for-profit organization with a \$37 million budget, serves more than 800 individuals with developmental and/or physical disabilities. Residential and non-residential programs are offered at 29 sites in four New Jersey Counties. Spectrum for Living helps its clients attain their maximum potential by providing quality housing and clinical services in state-of-the-art facilities. The organization also provides services in the homes of families caring for disabled loved ones.

Spectrum for Living

In 1978, a small group of concerned parents from Bergen County, New Jersey gathered to discuss a common concern. Each had a child with a developmental disability who had grown to adulthood. Who would care for their children when they could no longer do so? This shared concern led to the formation of Spectrum for Living.

In 1983, the first Spectrum site opened its doors in Closter, New Jersey, housing 9 persons in an Intermediate Care Facility (ICF). Today, Spectrum for Living operates 29 sites in four New Jersey counties serving more than 800 people. In addition to the ICF, Spectrum for Living offers group home living, supervised apartments, and a network of adult training centers that provide educational and recreational opportunities in safe, secure and fully accessible environments.



The Spectrum for Living guiding principle is that people with developmental disabilities have the same right as anyone else to experience a fulfilling and meaningful life. At Spectrum, people with disabilities are respected as individuals. They are given the freedom, responsibility and opportunity to face and meet life's challenges. Spectrum for Living provides the physical and emotional support that its clients need to achieve their full potential. Its programs and services support dignity, independence and encourage each person to reach their personal potential.

The Spectrum for Living Mission, Vision, and Values



The Spectrum for Living mission is to enable individuals who have developmental and/or physical disabilities to have the opportunity to attain, with dignity, their highest level of skills, purpose and independence, through an ongoing commitment to comprehensive and high-quality services, advocacy and family partnership.

Spectrum envisions a future where all individuals with intellectual and/or developmental disabilities have opportunities to:

- Live healthy, safe and enjoyable lives.
- Fully access services and supports of the highest quality to promote independence and dignity.
- Actively participate in making decisions which will direct their lives.
- Develop loving relationships with people whom they care about and who care about them.
- Actively integrate in the communities where they live.
- Earn respect for what they contribute to their community.
- Live independent lives free from physical and institutional barriers.

Spectrum believes:

- Every person must be treated with respect, compassion, and dignity.
- People with intellectual and/or developmental disabilities have the right to exercise personal choice and make meaningful decisions in their lives.
- Ideas, priorities, and solutions must be developed through a shared partnership with the people who have disabilities, their families and the communities in which we live.
- Services must embody a lifespan approach, and be flexible and responsive to the changing needs of each individual throughout his or her lifetime.
- Services must be efficiently operated and proven effective for those served.
- All facilities must be barrier free, accessible and safe.
- Residential facilities must be aesthetically pleasing, functional, and promote independence through individually tailored accommodations.
- A loyal, fair and equal opportunity work environment that aggressively promotes upward mobility and promotional opportunities for staff is essential in providing quality services.
- System-wide and personal advocacy is essential to the continuation of providing necessary specialized supports to people with disabilities.
- Recreational opportunities are integral to and essential for the enhancement and quality of life for those we serve.

The Role of the Chief Executive Officer

The CEO's responsibilities include, but are not limited to, the following:

- Driving performance and accountability of the Executive Team in promoting Spectrum's mission, philosophy and values throughout the organization
- Ensuring that all employees of the organization are treated with respect, their voices are heard, and excellent performance is recognized and rewarded
- Developing and executing a comprehensive management plan of action to ensure the achievement of short-term and long-term strategic goals
- Providing the leadership in cultivating and soliciting new and existing relationships in the corporate, business, civic, foundation and government sectors to increase private sources of funding
- Analyzing programs and services, measuring outcomes and developing organizational systems to improve and ensure the highest levels of quality care for our residents
- Passionately advocating throughout the community, region and state for those families with loved ones living with developmental disabilities
- Supporting an effective Board of Trustees and serving as an advisor on all Board committees and select task forces

Candidate Qualifications and Experience

The ideal candidate will bring to Spectrum for Living:

- Demonstrated success in driving and improving performance across all aspects of an organization
- Extensive experience in creating a culture of philanthropy and cultivating and soliciting major donors
- Eight to ten years of senior management experience as CEO or as COO or other C-suite executive, managing organizations with budgets of \$25 million
- Working knowledge of sustainable financial models for agencies providing care to the disabled, including grant funding, Medicaid fee-for-service, Electronic Health Records and managed care
- Experience in, and commitment to, advocating for individuals and families living with disabilities preferred
- The ability to lead with empathy and compassion
- A genuine commitment to the Spectrum for Living Mission, Vision, and Values
- A minimum M.A./M.S. in a related field

The new CEO will be highly professional, detail-oriented, able to work successfully with a wide variety of constituents including donors, board members, all levels of staff, vendors, volunteers, and professional consultants. The ideal candidate will also have excellent written, oral, and interpersonal communication skills, including fluency in the English language.

Compensation Package

Spectrum for Living is prepared to offer a competitive base salary as well as paid vacation and holidays, healthcare benefits, and a 403(b) retirement savings plan. This position also offers the opportunity to work with a dedicated team of professionals who are passionate about making a meaningful difference in the lives of adults with intellectual and/or developmental disabilities. For more information about Spectrum for Living, please visit <http://spectrumforliving.org/>.

Contact Information for Interested Candidates

Qualified candidates are encouraged to send a cover letter and resume, along with current salary history, to:

Michele Hickey
Senior Director of Executive Search
The Nonprofit Search Group
michele@thenonprofitsearch.com

Please refer all questions regarding this position to Michele Hickey at (201) 596-4022.