



The CASA Project Worcester Seeks Executive Director

The Court Appointed Special Advocates/Guardian Ad Litem (CASA) Project of Worcester County (MA) seeks a collaborative, compassionate leader who is excited to grow the organization and enthusiastically share its impact with the Greater Worcester community.

About CASA

On an average day in Worcester County, 1,700 abused, neglected, or exploited children live in foster care because they cannot live safely at home. These children are victims and need a voice to ensure they grow up in safe and permanent homes. Nearly 800 children, most under 12 years of age, are placed into the juvenile court system each year to receive the help they need. CASA, founded in 1981, plays a critical role in being the voice for these children and serving as the trusted adult that is missing in their lives. CASA recruits, screens, and trains community volunteers to become Court Appointed Special Advocates (CASAs) who are then appointed by judges to help on the most heart-breaking cases in the foster care system. CASAs advocate for the best interest of the child by investigating and fact-finding, helping a judge learn the nuances of each child's prospective caregiver situations, advocating for any medical, mental health, and educational services that a child may need while in foster care, and monitoring the case progress and well-being of the child to aid in obtaining a safe and permanent home as quickly as possible. CASA serves approximately 900 children each year.

CASA is a respected, vibrant organization. Ten staff are currently employed at CASA, all very committed to the mission and excited for the potential growth of the organization. It is governed by an equally passionate 12-member board of directors who have recently endorsed a strategic plan for CASA. The annual operating budget is \$1M. CASA is in a solid financial position with a diversified funding base. The CASA Project Worcester is a member of the National CASA Association.

Opportunity

Because all children benefit from permanency in their lives, and CASA believes that having a Court Appointed Special Advocate makes a difference in helping them exit the DCF system sooner, it strives to serve even more children. It also hopes to leverage the capacity and skill of the willing volunteers and partner with nonprofits to provide even more support and services for the children and their foster families. Therefore, the new executive director will have the opportunity to:

- Ensure that CASA's superb advocacy for each assigned child is broadened to include robust, well-informed referrals to additional community-based services and caring support to foster parents and children.
- Provide a plan for Advocates to extend their voice beyond the child to the community as fundraisers, recruiters, and storytellers.
- Make sure CASA's impact and importance are known in the community evidenced by clear and compelling measures of success, and consistent and relevant branding.
- Focus and attend to fundraising to build a solid financial base to grow the program staff to support more children receiving advocacy and to allow the organization to be nimble in its approach to being the voice for children.
- Extend and enhance leadership throughout the organization and assure that Board and staff transitions are planned and thoughtful and that new hires match societal trends and organizational needs.
- Craft an infrastructure and operational approach that is efficient, up to date, promotes transparency, and aligns with a staffing structure that supports a holistic team approach to carrying out the mission.

The Ideal Candidate

CASA is looking for someone who will help articulate a vision for growth at CASA with the skills, maturity, and background to manage a dedicated staff and Board and an army of volunteers. While we recognize that candidates will not possess all the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences:

- Passion for and commitment to the mission of CASA and the children it serves; a human service background is a plus
- Demonstrated ability to fundraise in a variety of ways and the gravitas to seek support from individual donors
- Experience with building and maintaining connections, networking, and seeking resources and opportunities
- Present and accessible leader with experience in motivating, coaching, and respecting staff, board members, and volunteers
- Generous in spirit; a caring, genuine person who is a good listener
- Compelling public spokesperson with strong oral and written communication skills and is comfortable with all forms of media and public environments
- Broad-scale business and people management experience in a non-profit of CASA's scale

Desired Credentials

- A minimum of seven years of senior leadership or equivalent experience
- Advanced education relevant to this position is a plus

Application Guidelines

Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of CASA. Applications will be accepted until the position is filled.

Send required documents to: <https://eostransitions.applicantpool.com/jobs/>

The salary range being offered is \$90,000 – \$110,000.

CASA is an Equal Employment Opportunity and Affirmative Action Employer and looks forward to an inclusive hiring process. It encourages a broad range of applicants, including candidates from diverse backgrounds and cultures, particularly candidates of color and/or candidates with lived experience that represents the children CASA serves.

This executive search is being conducted by Eos Transition Partners consultant Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions must be submitted to Nancy Jackson at: njackson@eostransitions.com.



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