



## Watertown Boys and Girls Club Seeks an Executive Director

Watertown Boys and Girls Club in Massachusetts is looking to hire a visionary, team-oriented, and experienced executive director who will have the opportunity to make a positive impact on kids' lives and bring the Club to an exciting new level of programming, organizational efficiency, and staff development. The next leader will have the opportunity to leverage a well-respected, 50-year-old organization with strong ties to the community.

### About Watertown Boys & Girls Club

Watertown Boys and Girls Club (WBGC) plays a pivotal role in the academic success, character building, and wellness of its youth members. Its mission is "to inspire and enable all young people, especially those who need us most, to realize their full potential as productive, responsible and caring citizens."

WBGC takes a multi-level approach to help youth ages 7-18 succeed by offering a safe and fun place for kids to grow and thrive, delivering engaging programs by trained staff who guide and motivate kids to be successful. Our members, whose families speak over 30 languages at home, are encouraged to explore diverse programs that help kids achieve academic success, while encouraging good character, good citizenship, and healthy living habits.

Programs include Power Hour, homework guidance in conjunction with Bentley University's Service Learning volunteers; Torch Club (grades 6<sup>th</sup> – 8<sup>th</sup>) and Keystone Club (grades 9<sup>th</sup> – 12<sup>th</sup>), small-group leadership and service clubs for boys and girls ages (grades 6<sup>th</sup>-8<sup>th</sup>); along with Arts, STEM, Athletics, and more. The facilities include a gym, well-maintained pool, teen center, game room, technology center, art room, access to a field, and parking. Swim lessons are available for youth and adults, and it hosts a swim team. A summer camp, Club Adventure Camp, and vacation programming are popular.

WBGC employs six senior staff and a number of direct service staff that are caring, hardworking, fun-loving, and collegial. Plans are to increase several positions at the senior level. WBGC is governed by a 26-member board of directors. The annual operating budget is approximately \$1.2M and WBGC is in a strong financial position. A new funding strategy is underway to increase individual and corporate giving.

## The Opportunity

WBGC is the go-to place for kids to be after school in a safe, engaging environment. It is the largest non-profit dedicated to serving children and teens year-round in Watertown, serving approximately 160 children each day and 1,400 youth members throughout the year. This is an exciting time for the organization. The board and staff are enthusiastic about deepening and broadening the Club's services, working closely with the local public schools, adopting structured programming from Boys and Girls Club of America, and expanding local partnership opportunities in technology, robotics, community service, recreation, and the arts. The board is engaged and intentional in its development and new funding opportunities are being developed in the expanding corporate community, especially in the fast-growing Life Sciences industry in Watertown.

In addition, the Club is in the early planning stages of a major new initiative, named *New Foundations*. Over the next several years, this will involve expanding into and renovating previously rented-out ground floor space for the youngest members, grades 1-3, and developing and implementing new structured programming for both the first-through-third graders and the older members. The new Executive Director will play a central role in helping to shape and guide this once-in-a-decade opportunity to position the Club for growth and growing excellence for the next generation of Watertown children.

WBGC's next leader has all of this to leverage. The Executive Director is responsible for bringing the WBGC mission to life, working to ensure that youth achieve great futures by providing a safe and fun space, an engaging Club Experience, and managing caring professionals to guide them along the way. Upcoming expectations of the new executive are to:

- Bring and develop a vision for WBGC's future and robust, innovative, relevant, and structured programming for children and teens
- With the Board, raise the funds necessary for bold approaches and programming to achieve organizational goals and the ongoing need for operational funding
- Promote WBGC services to individuals, other service organization, and the local community, building additional partners, including the schools, for broader programming, community engagement, and opportunities
- Monitor and approve the organization's program services and assure achievement of its mission and goals, including that the physical space is desirable and appropriate
- Build a staff team that meets the needs of the Club members and the organization, enhances staff performance, and assures a quality workplace committed to equity, diversity, and inclusion
- Embrace and leverage the community and changing business and resident demographics in Watertown, acknowledging the deep history of the Club

## The Ideal Candidate

While we recognize that candidates will not possess all the following qualities, ideal applicants will exemplify a number of these attributes, skills, and experiences and will have the capability

to oversee an organization of WBGC's size and scope. The expectation is that the executive director will work from the WBGC facility.

### **A Forward-Thinking Executive**

- Progressive leadership experience in youth development, human service, education, advocacy, or related fields
- Proven success in bringing new ideas and bold thinking to an organization or problem
- Demonstrated ability to lead and execute a strategic organizational vision and plan
- Skilled at leveraging funding, partnerships, and public awareness
- Understands how organizations work and approaches to change
- Collaborative, with experience that demonstrates bringing people and organizations together for greater change
- Approaches organizational and personal growth as a lifelong learner

### **A Seasoned Organizational Leader**

- A track record of successful fundraising across all areas of development
- Business acumen in operations, staff hiring and management, and governance leadership at an organization of WBGC's scale
- Financial acumen for budgeting, financial reporting, and analysis
- Agile, opportunistic, and entrepreneurial, and thrives in an environment of change

### **A Powerful Communicator**

- Charisma and gravitas to engender the respect of and credibility with staff, peers, community members, volunteers, and funders
- A public spokesperson committed to raising WBGC's profile, with strong oral, written, and storytelling skills
- Proven understanding and comfort with racial and social equity and committed to developing a welcoming, collaborative, diverse, and inclusive work culture and climate
- Politically savvy and able to navigate in political and social environments

### **An Authentic and Engaging Leader**

- Passion for and commitment to the mission of WBGC and the young people it serves and represents
- Hardworking and energetic, and thrives in an active, all-hands-on-deck environment
- Is warm, diplomatic, and accessible with the aptitude to motivate, coach, empower, delegate, and develop staff
- A confidence builder across a diverse group of stakeholders
- Understands partnerships with a Board of Directors to expand the organization's impact

### **Desired Credentials**

- A minimum of seven years of senior leadership or equivalent experience
- A bachelor's degree or equivalent experience

## Application Guidelines

Candidates must submit a resume and a cover letter that describes how their qualifications and experience match the needs and mission of WBGC. Applications will be accepted until the position is filled. The salary range being offered is \$120,000 - \$140,000.

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

[WBGC](#) 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, LGBTQ candidates, and/or those with lived experience that represent the communities WBGC 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](mailto:njackson@eostransitions.com).

