



NAMI Massachusetts Seeks an Executive Director

The [National Alliance on Mental Illness of Massachusetts \(NAMI Mass\)](#) seeks an experienced and inspiring leader with a passion for work in the mental health field. NAMI Mass is an organization positioned for growth as it strives to meet this moment of increased awareness around mental health and a growing demand for services. NAMI Mass is looking for an Executive Director skilled in transformative leadership, building strong teams, fundraising, fiscal management and diversity, equity, and inclusion work.

About NAMI Massachusetts

NAMI Mass is a grassroots, statewide nonprofit dedicated to improving the lives of those impacted by mental health conditions and their families and loved ones. Through education, advocacy and support, NAMI Mass works to improve public awareness and understanding of mental health conditions and ensure that all people impacted by a mental health condition receive the support they need in a timely fashion. The organization influences the state's mental health policies, elevating the voices of those with lived experience. NAMI Mass programs are free to participants and are led by people with first-hand experience navigating the mental health system for themselves or a family member. In 2021, almost 130,000 people received support from NAMI Mass. Founded in 1982, the organization is proudly celebrating its 40th Anniversary in 2022.

NAMI Mass is directly affiliated with the National Alliance on Mental Illness and is a membership organization with 17 affiliates across the state. The affiliates are volunteer-led, grassroots organizations that work to improve the public's awareness and understanding of mental health conditions in their local community. NAMI Mass provides capacity building to the affiliates and partners with them to deliver its signature programs. NAMI Mass is governed by a 14 member board, employs 17 full and part-time staff and has an annual budget of \$2 million. In addition, an active volunteer base of over 300 people across the state supports NAMI Mass to meet its mission. The organization is financially stable and has a reserve fund. An Interim Executive Director has been in place since January 2021.

NAMI Mass programming includes education and support for people dealing with mental health systems and for family members and other caregivers. The programs include peer-led support groups, classes focused on establishing and maintaining wellness, as well as the Compass Helpline that supports people to navigate the mental health system. NAMI Mass also offers presentations and trainings to community members, a mental health awareness program for middle and high school age young people, a professional development program for PreK-12 educators, and a Criminal Justice Diversion Project that aims to prevent unnecessary arrest and detention of people experiencing mental health symptoms. Each year, NAMI Mass sets an advocacy platform that directly reflects its members' experiences and real-world issues they face, and hosts an Advocacy Day. A NAMIWalks event and a NAMI Mass Convention occur annually.

The Opportunity

The next Executive Director will have the opportunity to lead a prominent, 40-year old, mission-driven organization. High priorities for the Executive Director include:

Leading Change

Since 2018, NAMI Mass has experienced several leadership changes, at the executive director level and within the board. Over the past year and a half, under the direction of an Interim Executive Director, the organization completed a thorough assessment, is strengthening systems and building more effective teams across the

organization. The next leader will be able to build on the solid foundation that has been set and continue to move the organization forward.

Teamwork, Accountability and Vision

NAMI Mass staff work diligently and passionately to meet the mission through a variety of programs. NAMI Mass values lived experience, so the majority of the staff are either people living with mental health conditions, family caregivers, or both. The Executive Director will have the opportunity to foster a work environment with high standards of productivity, accountability, empathy, and inspiration.

Diversity, Equity and Inclusion

NAMI Mass is committed to growth in the area of diversity, equity and inclusion (DEI) - internally as it identifies its goals, values and framework related to DEI work, and externally as it works to reach out to and meet the needs of diverse communities. The DEI journey is a key opportunity for exciting development and growth in the organization.

Increased Mental Health Awareness

In the last two years, the attention on mental health in this country has grown exponentially, due in part to the impact of COVID-19, an increased awareness of systemic racism, and the national emergency surrounding children and youth. As part of a nationally known organization, NAMI Mass has a unique opportunity in this moment to increase understanding and education, and to influence policies that enhance access to mental health support.

Strategic Planning

NAMI Mass will begin a strategic planning process in 2023. The strategic plan is an opportunity for the executive director to guide a process that engages staff, board, affiliates, members and the community to set the strategy for the next five years. Identifying and implementing strategies for diversifying and increasing the organization's funding sources will be a key part of the plan.

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 lead an organization of NAMI Mass's size and scope. The expectation is that the Executive Director will work primarily from the NAMI Mass office in Woburn, Massachusetts.

An Authentic, Mission-Focused, and Engaging Leader

- Knowledge of, passion for, and commitment to the NAMI Mass mission
- Able to lead with wisdom and grace
- A confidence builder across a diverse group of stakeholders
- Champion of diversity, equity, and inclusion
- Partner to the Board of Directors to expand its impact on behalf of the organization

A Visionary and Strategic Executive

- Leadership experience in the mental health field
- Demonstrated ability to lead and execute a strategic organizational vision and plan to leverage funding, partnerships, and public awareness
- Proven success in assessing trends and bringing new ideas to an organization
- Demonstrated capacity for continuous learning that supports the building of an innovative and adaptive culture

Empowering and Transparent Leader

- A warm, empathetic and emotionally intelligent leader who motivates, mentors and appreciates staff and volunteers
- Committed to developing a welcoming, collaborative, diverse, and inclusive work culture

- Experienced in addressing and moving forward on initiatives related to diversity, equity, and inclusion
- Able to identify and solve problems with transparency and decisiveness
- Skilled at leading a strong senior management team and managing performance standards
- Experienced with building a culture of teamwork that inspires trust, integrity and transparency

A Powerful Communicator and Relationship Builder

- Able to engender the respect, rapport, and credibility of peers, funders, policymakers, affiliates and members
- A public spokesperson committed to raising NAMI Mass's profile across a range of communications channels, with strong oral, written, and storytelling skills
- Able to engage, inspire, and collaborate with NAMI Mass staff, affiliates and Board of Directors
- Politically savvy and able to navigate in complex funding, political, and social environments
- Skilled at developing partnerships and building coalitions

A Seasoned Organizational Leader

- Non-profit acumen in operations, management, and governance leadership at an organization of NAMI Mass's scale
- Financial acumen for budgeting, financial reporting, and analysis
- Proven experience as a fundraiser, and able to lead a fundraising team to meet its goals

Desired Credentials and/or Experience

- A minimum of 7 years of senior leadership or equivalent experience
- A master's degree or equivalent experience
- Life experience in the mental health field
- Experience working with a membership organization with national, state and local tiers

Application Guidelines

Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of NAMI Massachusetts. Applications will be accepted until the position is filled. The salary range being offered is \$135,000 - \$155,000.

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

NAMI Massachusetts is committed to building a diverse workforce and welcomes people of all cultures, races, identities, and experiences. NAMI Mass does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

Regarding COVID-19: NAMI Mass considers the health and safety of our employees of the utmost importance, and due to the ongoing COVID-19 pandemic, and subject to state and local laws, our policy requires that all employees performing in-person work at the NAMI Mass office are fully vaccinated. Certain exemptions may be requested and will be considered.

This executive search is being conducted by Eos Transition Partners consultant Hez Norton. All submissions will be acknowledged and are confidential, and any questions must be submitted to Hez Norton at:

hnorton@eostransitions.com

