

# CHIEF EXECUTIVE OFFICER

REPORTS TO: BOARD OF DIRECTORS

ANNUAL BUDGET: ~\$12M

TOTAL STAFF: 116

SALARY: \$230,000 - \$260,000  
annually, depending on qualifications  
and experience

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# THE ORGANIZATION

Boyer's work supports each child's unique abilities and helps every family become their child's best advocate. We believe every child deserves to live their happiest and healthiest life, and to be celebrated for their unique strengths and abilities.



## CEO Opportunity

This is a rare opportunity to lead one of the Pacific Northwest's most respected early childhood support organizations at a pivotal moment, expanding capacity, deepening community partnerships, and ensuring that every family in Seattle's diverse communities has access to the early support that gives their children the best possible start in life.

## The Organization

Boyer Children's Clinic has been a cornerstone of early childhood support in the greater Seattle area since 1942, when a dedicated group of doctors, parents, and volunteers came together to provide community-based services for children with cerebral palsy. More than 80 years later, Boyer has grown into the largest provider of Early Support for Infants and Toddlers (ESIT) services for children birth to three in Seattle, serving nearly 1,900 children and their families each year across two clinic locations: its flagship site in the Montlake neighborhood and a satellite clinic at Magnuson Park.

Today, Boyer's highly skilled interdisciplinary teams, including a developmental pediatrician, intake specialists, speech-language pathologists, occupational and physical therapists, educators, social workers, and family resource coordinators, deliver personalized, evidence-based care for children from birth through age three. Services are provided in the child's home and at their childcare setting with initial intakes occurring on-site at Boyer's clinics.

Boyer is also home to specialized programs such as CHERISH (for children, families, and caregivers involved in the child welfare system), CONNECT (for families facing homelessness), and BRIDGE (service coordination & developmental screening for children up to age 4), reflecting a deep commitment to reaching the community's most vulnerable families.

Boyer's mission is to provide equitable support and services for children and families of all abilities and backgrounds. The organization's core value is to actively stand against all forms of racism and discrimination, and its programs are designed to be inclusive of cultural and linguistic diversity regardless of a family's financial circumstances. Over the past five years, Boyer has provided over \$3.1 million dollars in uncompensated care, a safety net funded entirely through philanthropy, ensuring that cost is never a barrier to life-changing support.

## Mission Statement

*At Boyer Children's Clinic, we celebrate each child's unique abilities and embrace their individual needs. Through our high-quality therapy and education programs – strengthened by generous philanthropic donors and community volunteers – we partner with families to ensure they have the support, tools and confidence to help their children thrive, both now and in the future. We ensure all children in need of early intervention services receive equitable access to them, inclusive of cultural/linguistic diversity, and regardless of their family's financial circumstances.*

[boyercc.org](http://boyercc.org)



## Fast Facts

- Founded in 1942 by doctors, parents, and volunteers in Seattle
- Largest provider of ESIT services in the city of Seattle
- Serves nearly 1,900 children and families annually
- Two clinic locations: Montlake (flagship) and Magnuson Park
- Provided millions in uncompensated care over the past five years
- Specialized programs: CHERISH, CONNECT, and BRIDGE
- Direct reports include Chief Program Officer, Chief Development Officer, Strategic Partnerships Officer, Controller, HR Generalist, Office Manager, Executive Administrator.

## THE POSITION

The Chief Executive Officer (CEO) serves as Boyer Children's Clinic's chief executive, accountable to the Board of Directors for the organization's overall health, financial sustainability, and unwavering alignment to its mission. The CEO provides visionary strategic leadership while overseeing all administrative and program operations, from budgeting and regulatory compliance to community advocacy and quality improvement.

As the public face of Boyer, the CEO cultivates strong relationships with families, funders, government partners, and the broader early support community, championing equitable access to ESIT and other services at the city, county, and state levels.

Internally, the CEO directly manages Boyer's administrative leadership team, including the Chief Program Officer, Chief Development Officer, Strategic Partnerships Officer, Executive Administrator, Office Manager, Controller, and HR Generalist, while also overseeing outsourced partners including a CFO, HR Consultant, Grant Writer, Medical Director, and DEI Consultant.

The CEO's operational responsibilities span financial stewardship (including Medicaid billing and fiscal planning), staff development, facility management, and data-driven quality improvement. This leader must be equally comfortable in the boardroom and on the ground with families, modeling Boyer's values at every level: Compassion, Empowerment, Equity, Stewardship, Excellence.

# FOCUS & PRIORITIES

## Areas of Initial Focus

- Listening and building relationships – In the early days, the focus will be on enthusiastically connecting with staff, families, donors, and the Board, as well as meeting key stakeholders. This presents a wonderful opportunity to foster trust, strengthen bonds, and lay the foundation for a vibrant, collaborative future together.
- Financial stewardship and stability – A central priority will be embracing opportunities to strengthen and diversify the organization's funding and build a resilient future. By practicing sound fiscal management, enhancing Boyer's financial health, and inspiring confidence among staff, board members, families, partners and supporters, Boyer will be well-positioned to thrive even in a changing funding landscape.
- Embracing and celebrating Boyer's culture – Taking the time to truly understand Boyer's unique traditions will not only help preserve its strengths, but also open opportunities to thoughtfully enhance and make a positive difference, all while honoring Boyer's identity and values.
- Leadership transition and staff support – As Boyer experiences its first leadership transition in many years, this moment presents an exciting opportunity for growth and renewal. The new CEO can inspire and empower staff by fostering a supportive environment, addressing any questions openly, and focusing on retaining talented team members. Together, everyone can embrace positive change and move forward with confidence.
- Enhancing operations – The CEO will collaborate with the Chief Program Officer and other staff leaders to build on current successes and drive ongoing operational improvement and innovation.

## Longer Term Priorities

- Expanding Boyer's positive influence – As the new CEO settles into the role, they will assist in guiding a comprehensive needs assessment. This will help unlock new opportunities for Boyer to reach and support even more children, maximizing both impact and efficiency.
- External communications and advocacy – Boyer is widely celebrated as an inspiring thought leader in the ESIT field and an invaluable partner for policy makers at every level. The CEO will play a pivotal role in continuing Boyer's legacy of positive impact, proudly representing the organization in these important initiatives.



# LEADERSHIP PROFILE

Boyer's next CEO will have experience leading a large, complex organization and will bring a compelling combination of all or some of the following skills and experience to their work:

- Significant experience in executive leadership roles (e.g., CEO, Executive Director, COO, CFO, or similar), or as a senior staff member within an organization, division, or department of comparable scale and complexity—ideally in a mission-driven setting.
- Strong business experience, in both strategic and operational capacities; demonstrated broad understanding of finance, fundraising, team leadership, and program delivery.
- Experience with sectors relevant to Boyer's work such as ESIT, healthcare, behavioral health, or child, youth, and family services through professional, volunteer, or board service would be helpful.
- Exceptional interpersonal and communication skills, with the ability to build trust, lead high-functioning teams with a track-record of developing and advancing emerging leaders, and cultivate partnerships that deepen impact and advance the mission.
- Cultural humility to foster a diverse, equitable, and inclusive workplace where every child and family feels seen and supported.
- Passion for childhood development and curiosity about multidisciplinary care.
- Prior experience with federal and state Medicaid program management is highly valued.



## Skills & Abilities

- Deep, sincere commitment to DEI (Diversity, Equity, and Inclusion)
- Data driven decision making
- Active listener with a curious mind
- Approachable and accessible leadership style
- Donor/funder relationship management
- Board relations
- Advocacy
- Transparent, proactive communication and information sharing
- Operational rigor
- Compassion and empathy
- High emotional intelligence (EQ)
- Leads by example and "walks the talk"
- Innovation and creativity
- Inclusive, but decisive when needed



# COMMITMENT TO DIVERSITY, EQUITY & INCLUSION



Boyer Children's Clinic is an equal opportunity employer committed to fostering a work environment that embraces diversity, equity, inclusion, and accessibility. The CEO plays a central role in promoting this culture by modeling Boyer's values, holding staff accountable to them, and ensuring that every child, family, and team member experiences a welcoming, affirming environment. Boyer actively stands against all forms of racism and discrimination, and seeks candidates who share this commitment and bring the lived experience and leadership skills to advance equity at every level of the organization.

Since 1942, Boyer Children's Clinic has worked to empower families and improve the lives of children with special needs. We recognize the impact of a diverse staff who reflect the families we serve, and we continuously strive to extend our core values of equity and inclusion into the broader community. We encourage all qualified individuals to apply for employment at Boyer, especially members of underrepresented groups and veterans. We are committed to recruiting and hiring individuals, and treating employees during employment, without regard to any legally protected class.



# COMPENSATION & BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends and occasional travel. The CEO role requires frequent, regular presence at Boyer's locations.

The salary range is between \$230,000 and \$260,000, depending on qualifications and experience.



## Benefits

Boyer offers generous benefits including:

- Medical, Dental, and Vision Insurance
- Flexible Spending Account, Health Savings Account (if enrolled in a QHDHP health plan)
- Basic Life Insurance, AD&D Insurance
- Long-Term Disability Insurance
- Voluntary Supplemental Life & AD&D Insurance
- 403(b) Plan (with discretionary match)
- A PTO plan that includes .0462 hours of sick leave for every hour worked; 12 paid vacation days; one week paid Agency closure annually; 13 paid holidays; four paid Wellness Days; three days paid bereavement leave; and up to two weeks paid jury duty leave (unpaid leave beyond two weeks if needed)
- Monthly Cell Phone Reimbursement

## To Be Considered

If you're excited about this opportunity but don't check every qualification listed, we still want to hear from you and we encourage you to apply.

This role will remain open until filled with a priority deadline of May 15, 2026. Candidate materials are reviewed continuously and screening interviews with Valtas will begin on a rolling basis in late April. Cover letters (two pages or less) addressed to the Board of Directors and a resume can be submitted to Valtas [here](#).

You may direct questions to Ed Rogan at [ed@valtasgroup.com](mailto:ed@valtasgroup.com) or Chris Cannon at [chris@valtasgroup.com](mailto:chris@valtasgroup.com).

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