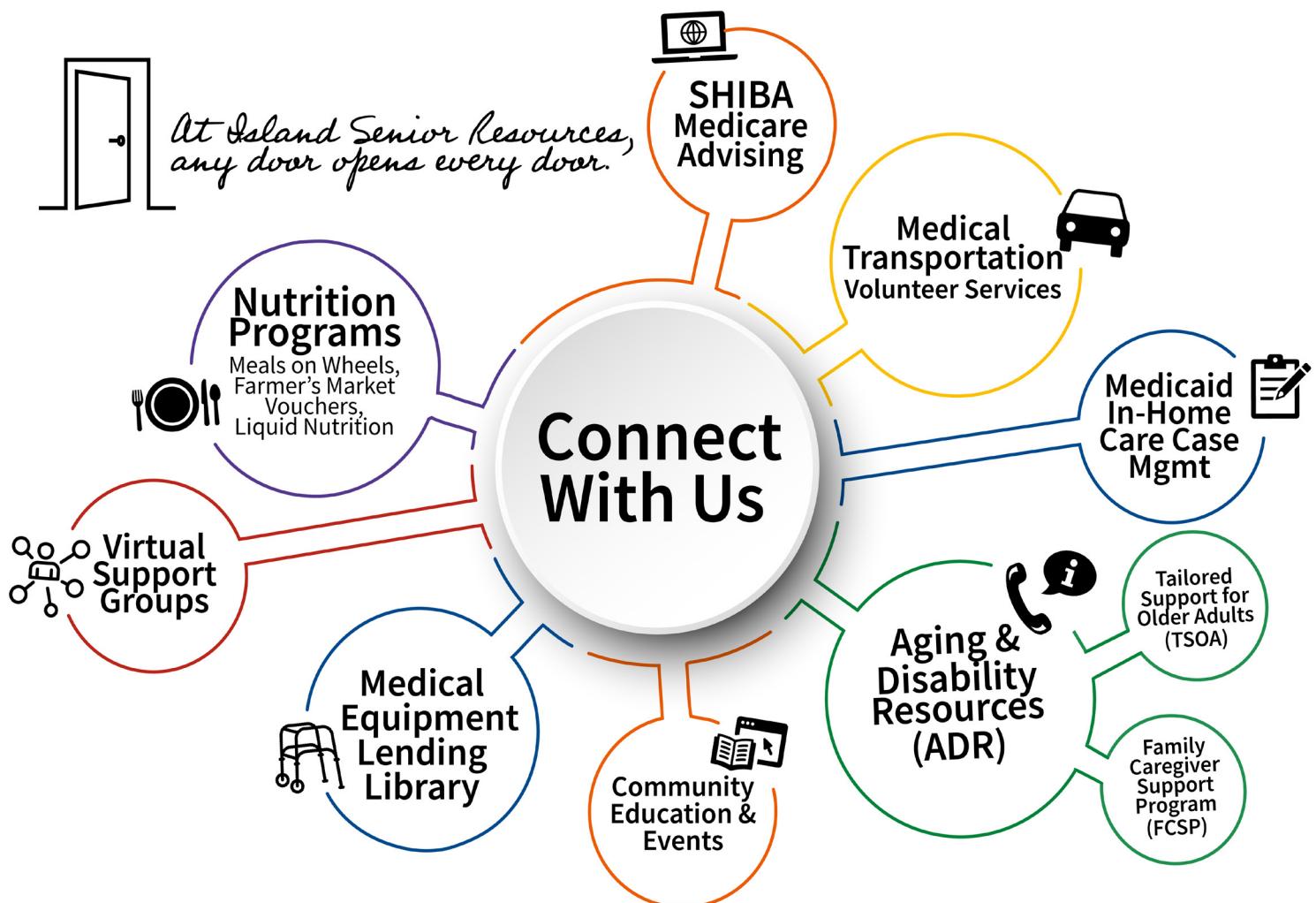




# EXECUTIVE DIRECTOR



**APPLY NOW**

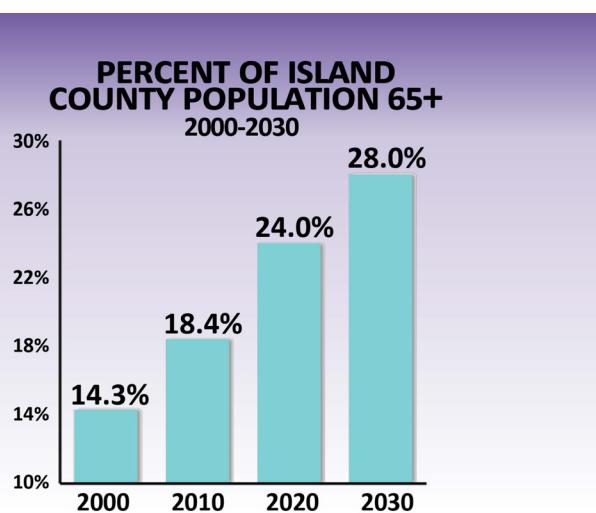
# THE ORGANIZATION

Since 1972, [Island Senior Resources \(ISR\)](#) has provided essential resources for seniors and adults with disabilities, their families, and caregivers throughout Island County, helping them meet their needs, sustain independence, age in place, and thrive. ISR serves 10,000+ seniors, adults, and caregivers annually. Currently governed by a board of 14 with an annual budget of over \$3.4M, 56 employees, and 450+ volunteers, ISR is the only nonprofit in Northwest Washington state to provide its clients such a breadth of services. ISR envisions strong, caring communities where seniors, adults with disabilities, and those who care for them are valued, heard, seen, respected, treated with dignity, and supported to live their best life.

ISR's long-serving leader, Cheryn Weiser, will be moving on to new opportunities at the conclusion of the search for her successor and following a suitable period of availability as a consultant to the new ED. Working with staff and an engaged board, Cheryn built a robust and responsive organization that has realized its mission. This was demonstrated in ISR's response to COVID. Within days, ISR pivoted in-person services to online and organized resources to ensure those in need received meals, transportation, and other forms of direct assistance. As we celebrate Cheryn's 12 years of service, she leaves an organization poised for continued success. The new Executive Director (ED) will lead ISR's post-pandemic transition by continuing to provide resources that enhance the emotional, social, and physical wellbeing of seniors, adults with disabilities, and those who care for them.



Based on Whidbey Island, ISR owns two properties, and has historically partnered with The City of Oak Harbor and Camano Island Senior Centers and a community church to provide nutrition (Meals on Wheels), medical transportation, information and assistance, adult day services, and senior activities. Caregivers receive help through online support groups (Alzheimer's, Dementia, and Parkinson's). ISR is highly respected in the community and known for innovative and relevant programs.



Island County, comprised of Whidbey and Camano Islands, is located northwest of Seattle with easy connections to Anacortes, Mukilteo, and Everett via the Washington State Ferries or by highway. Set in Puget Sound, Island County offers the best of Northwest living and recreation, a variety of public and private k-12 schools, and friendly communities with a forested and rural landscape.

Find out more on ISR's [website](#).

# THE ROLE

The **Executive Director** reports to and works in partnership with the board of directors to provide leadership and vision to advance the organization's strategic goals and direction. As a trusted partner, the ED collaborates to develop strategy and build infrastructure, acquire funding to support quality delivery of programs and services, and ensure effective internal/external promotion of the mission, vision, and branding. The ED leads staff, supports the board, raises funds, engages the community, develops partnerships, leads government relations, and oversees facilities. The ED is diplomatic, calm, patient, compassionate, solution-focused, highly organized with strong business acumen, and a systems thinker with experience and skill translating complex social service processes and funding streams to deliver valuable and sustainable programs.

The ED will have direct supervisory responsibility for a leadership team of seven (7).



## OPPORTUNITIES FOR IMPACT:

- Accomplish a smooth leadership transition with transparency, openness, and sensitivity.
- Lead the organization through change with a clear vision, excellent communication, and strong emotional and social intelligence.
- Increase community awareness of, support for, and participation in ISR programs and activities.
- Team with the Director of Development to diversify and expand current funding sources.
- Partner with an engaged board and leadership team to inform, develop, and implement the strategic plan. Review annually.
- Strengthen and extend partnerships to amplify programming and services impact in support of Island County's increasing senior population.
- Build a strong relationship with the leadership team and board. Foster staff relationships and understand roles and responsibilities.
- Assure systems and processes effectively use resources/technology to build efficiency and enhance reporting.
- Support staff's work, development, health, and well-being. Establish a timeline for developing and implementing a more competitive and sustainable compensation program.
- Gather and leverage data to tell ISR's story and expand support for clients served. Advocate for additional government support.
- Foster innovation in response to evolving community needs and changes in programs for seniors and adults with disabilities. Align programs and resource allocation to mission and vision.

# LEADERSHIP ABILITIES

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. ISR seeks candidates with a compelling combination of demonstrated knowledge and skills in some, or all, of the following areas:

- Experience serving as a CEO, Executive Director, or senior staff member in an entrepreneurial nonprofit organization or public agency/department of significant size.
- Experience with and an understanding of human services, preferably for senior and/or disabled adult services. This includes working with federal and state programs, grants, contracts, and service providers.
- Demonstrated success in fundraising in the social sector and/or nonprofit services.

## COMMITMENT TO:

- Develop a deep understanding of all the elements of the current programs, partnerships, staff, and board responsibilities.
- Be knowledgeable of the significant challenges facing senior services both locally and nationally and existing government programs.
- Ensure ISR recruits, retains, and develops an exceptional team of diverse, highly skilled, and committed staff. Supports them in their work.
- Work with and support seniors and/or adults with disabilities and their caregivers.
- Ensure long-term financial sustainability and viability.
- Champion ISR's climate and internal culture of teamwork, diversity, equity, and inclusion. Bring transparency, collaboration, and humility to your work, as well as an appreciation for the diverse team and stakeholders' skills, talents, and experiences.
- Hold self and others accountable.
- Strengthen ISR's marketing, brand, reputation, and reach.
- Maintain quality programs and services, community connections, reputation, and impact.

- Cultivate funders to advance ISR's mission.
- Be a positive face of the organization. Build and nurture collaborative community connections and partnerships in support of ISR's mission.
- Be passionate about, and a steward of, ISR's mission, values, and culture. Bring high integrity, courage, and authenticity to the role.
- Lead with humility, courage, compassion, understanding, resiliency, empathy, and patience. Have a strong understanding of power dynamics across constituencies.

## ABILITY TO:

- Lead and thrive in a fast-paced and dynamic environment, allocate and prioritize resources, delegate, and balance the needs of multiple projects and stakeholders.
- Convey a compelling strategic vision and know-how to implement it.
- Ensure programs are consistent with the mission, vision, and strategic plan.
- Be proactive with solid business, analytic, and negotiation skills.
- Set clear and realistic expectations for employees and volunteers.
- Effectively manage change in a dynamic, evolving community-based organization while assuring stakeholder engagement, efficient operations, and ample funding.
- Understand complex financial models and contracts. With board ensure financial sustainability.
- Ensure the organization complies with all contractual and regulatory obligations.
- Communicate effectively through different media and with diverse audiences. Listen carefully and thoughtfully. Deliver inspiring and motivating presentations.
- Work effectively with a variety of stakeholders.
- Manage through influence and use interpersonal/emotional intelligence skills and political acumen in a respectful, collaborative, and diplomatic way.
- Quickly build rapport and establish professional credibility in a new setting.
- Keep perspective and have a good sense of humor.

# TO BE CONSIDERED



## TOTAL COMPENSATION

This position is **full-time exempt**. Commensurate with the experience and qualifications of the selected candidate, the starting salary ranges from **\$95,000 – \$115,000** per annum plus benefits.

This role will remain open until filled **with the priority deadline of December 17th**. Candidate materials are reviewed on an ongoing basis, and initial interviews will begin in November.

To be considered, please submit a resume and cover letter (**in a single Word or PDF document**) as soon as possible addressed to the Search Committee at <https://valtasgroup.recruiterbox.com/jobs/fk0s2so/>.

You may direct questions or make referrals to Mrs. Amy Burton at Valtas Group. Amy can be reached at [amy@valtasgroup.com](mailto:amy@valtasgroup.com) or 206.718.5122.

*Island Senior Resources (ISR) is an Equal Opportunity Employer committed to diversity, racial equity, and inclusion. This position is subject to reference, background, and credit checks. Due to the fragile population ISR serves, all new hires are required to be fully vaccinated for COVID*

YOU ARE WELCOME HERE.



We at Island Senior Resources value, respect, and support individuals of every race, color, ethnicity, gender identity, sexual orientation, ability, age, socio-economic status, religion, non-religion, and national origin, who make up the whole of our community.



## ABOUT VALTAS GROUP

We are proud of our work as Interim Executive Directors, supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We lead the search process in partnership with the board and staff leadership, as consultants for recruiting and search to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. Contact us to learn about our executive interim and placement services and keep your organization moving during any transition or major change.

CONTACT US