Executive Director – Massachusetts Association for the Blind and Visually Impaired

The Massachusetts Association for the Blind and Visually Impaired (MABVI) seeks a dynamic, experienced leader to continue our 120-year commitment to quality and innovation in services for individuals with visual disabilities.

We seek a new Executive Director who will be a person that shares our belief in meeting each person where they are and partnering with them to find strategies that work best for them.

MABVI’s Executive Director will steward and grow financial resources and strengthen operational efficiencies. They will work with closely with the MAB CEO and Board to identify and meet key opportunities and challenges, as well as partnering with MAB’s other divisional teams.

We are looking for a leader who has previously demonstrated and is able to expand on the following competencies:

* Building trust with donors.
* Supporting our dedicated staff, professionally, interpersonally and in ways that promote and reinforce a culture of inclusion and engagement, through active listening, opportunity for growth and teamwork.
* Being a passionate and highly effective community ambassador.
* Thinking creatively about the intersection of access technology, peer and volunteer support, and vision rehabilitation.

The Executive Director will outline a clear vision for MABVI’s future as a preeminent organization for meeting the needs of adults who are blind or visually impaired in Massachusetts, with a focus on the needs of those who are adjusting to vision loss and acquiring the skills necessary to continue the activities they enjoy. They will be a decisive leader who empowers the staff to work collaboratively, partner with organizations outside of MABVI, and to be at the forefront of innovative strategies to achieve MABVI’s mission. Integral to this effort will be building trusting relationships with the dedicated professionals at all levels of the organization, leveraging their strengths, and providing robust opportunities for professional development.

The Executive Director will be responsible for managing MABVI’s programs, making sure that they are as effective as possible in achieving their intended outcomes.

* They will pursue innovations in access technology, vision rehabilitation, volunteer administration and peer support to improve and streamline program delivery.
* They will help develop and administer the division budget and work with the Finance and Advancement teams to generate the resources needed to support MABVI’s programs, including new revenue opportunities and donor stewardship.
* They will promote inter-departmental collaboration at MABVI and across MAB’s other human service programs.
* They will help shape Communications and Marketing efforts for MABVI and help design and support special events as needed.
* Building upon successful partnerships with organizations serving older adults and individuals who are visually impaired, they will strengthen and broaden partnerships locally and nationally to enrich programming and increase effectiveness.
* As a forward-thinking and strategic leader, they will continue MABVI’s reputation as being a bold and innovative leader, especially in the Age-Friendly community in Massachusetts.

MABVI’s Executive Director must be able to:

* Write policies, reports, business correspondence, and procedure manuals.
* Effectively present information and respond to questions from groups of managers, individuals, family members, and other professionals.
* Provide training and ongoing feedback to managers and employees.
* Communicate effectively with the people we serve and their families, staff, co-workers, and outside professionals, in routine and crisis situations.
* Develop and maintain positive working relationships with funders, trustees, colleagues, employees, and referring agencies.
* Provide effective leadership and motivate managers and employees.
* Define and solve problems, and use sound judgment in crisis situations and in scenarios where limited or no guidelines exist.
* Assist staff with decision making in ambiguous situations.
* Respond appropriately to various crises, incidents, grievances, complaints.
* Anticipate potential challenges and plan proactively.

**Qualifications**

The ideal candidate will bring the following personal and professional competencies and attributes:

* Blind and visually impaired applicants preferred.
* Relevant management experience in an organization providing services to blind or visually impaired individuals is preferred.
* Must live in Massachusetts or be willing to re-locate.
* Ability to develop a compelling vision and successfully bring that vision to fruition.
* Experience leading a comparably sized, complex organization or unit with multiple constituencies, including a talented group of professionals.
* Excellent interpersonal and conflict resolution skills, organizational skills and attention to detail.
* Strong supervisory and leadership skills.
* Excellent communication skills, with a commitment to building diverse teams and to fostering a culture that prioritizes diversity, equity, accessibility, and inclusion organization wide.
* Working knowledge of state and federal programs and regulations that affect services for the blind.
* Successful stewardship of resources and proven ability to identify new streams of revenue.
* Ability to analyze program data to identify problems that need to be addressed and the skills necessary to develop strategies that are likely to solve them.
* Proven track record of establishing clear decision-making processes and channels, including displaying confidence when making difficult choices.
* Ability to communicate persuasively and with enthusiasm for cultivating strong relationships both internally and externally.
* Unimpeachable integrity, ethics, high standards of excellence, and an appetite for continue learning.
* Adept at conflict management; even keeled and calm even when leading through challenges.

**Education and Experience**

* 10+ years professional experience that has successively built a leadership track record.

MAB Community Services has an important role to play to address the systemic issues of inequity that affect the disability community.   The Executive Director will prioritize the recruitment and retention of professionals who are representative of the communities that MABVI serves, including lived experience of blindness. They will seek to promote an inclusive service culture at MABVI and address barriers to access to MABVI’s services.

APPLY TO:

[ONLINE JOB POSTING](https://www.indeed.com/q-mab-community-services-l-massachusetts-jobs.html?vjk=c03cd73881d78fd0&advn=55378544944904)

Or to:

Andy Sogolow

Senior Human Resource Business Partner

[asogolow@mabcommunit.org](mailto:asogolow@mabcommunit.org)