



Seeing beyond disability.

YAI

Chief Executive Officer

New York, NY



## Background

**YAI today:** Today, YAI employs a team of over 4,000 professionals and supports over 20,000 people in the intellectual and developmental disability (I/DD) community. This extraordinary growth shows the ongoing need for these important services and YAI's success in offering them. Headquartered in midtown Manhattan and operating in New York State, New Jersey, and California, YAI now offers more than 300 programs for people of all ages including: day services, clinical services, community and socialization, education, employment support, family support, residential services, as well as crisis and behavior support.

**Our roots:** YAI was founded in February of 1957 out of a small school in Brooklyn, NY. Initially staffed only by Co-Founders Bert MacLeech and Pearl Maze MacLeech, their pilot program served just seven people. From its very beginning YAI has been dedicated to providing innovative services for the I/DD community. They envisioned a “total life adjustment approach, emphasizing individual growth, social responsibility, employment goals, and the development of independence for the individual.” At a time when institutional living was the norm for people with I/DD, this vision was nothing short of revolutionary.

**Better together:** At YAI, we are driven by our mission of living, loving, working, and learning. This applies not only to the people we support but to our staff as well. Commitment and passion for the work continue to unite employees and drive the organization forward. Empowering the people we support to reach their goals remains at the heart of our organization.

**Mission:** YAI and its network of affiliate agencies offer children and adults with intellectual and developmental disabilities a comprehensive range of services. YAI is committed to seeing beyond disability, providing opportunities for people to live, love, work, and learn in their communities.

To learn more about YAI, visit [www.yai.org](http://www.yai.org)

## Position

YAI is looking for a strategic and mission-oriented Chief Executive Officer who will develop and execute upon a shared vision for the organization, while maintaining an organizational culture that leads with respect and accountability. Building upon the organization's history as a leader in the I/DD community, the CEO will provide ongoing strategic direction for YAI in service of its mission, leading the organization and its staff into its next chapter.

The CEO will be responsible for achieving the organization's mission and maximizing impact, ensuring that YAI delivers the highest quality services to the people YAI supports and their families. The CEO will work in collaboration with and report to the Board of Trustees and will

directly supervise the leadership team, leading a staff of 4,000 across YAI and affiliate programs.

This person will lead a caring, dedicated and team-oriented staff committed to providing opportunities to people with intellectual and developmental disabilities in the community. As the visionary leader of this impactful organization, the CEO will inspire the staff and serve as a thought leader in the broader I/DD community, sharing the mission and impact of the work with the world. The CEO will be a visible and accessible leader, overseeing a best-in-class leadership team that supports an organizational culture which is collaborative, inclusive, and person-centered.

The successful candidate will have experience leading a large and complex mission-driven organization, they will be a strategic-big picture thinker with financial acumen, an excellent communicator and network builder, with the ability to connect and instill trust in diverse stakeholders.

## Role Priorities

- Promote excellence and innovation across all levels of the organization and programs, in support of the well-being of the people YAI supports and their families
- Develop and communicate a shared vision for the organization
- Grow and nurture a best in class leadership team
- Build and support an organizational culture that fosters respect, accountability, and teamwork
- Cultivate a strong and transparent working relationship with the Board of Trustees
- Facilitate cross-departmental collaboration and strengthen internal communication with staff throughout the organization
- Ensure a continuum of highest-quality services across YAI's programs
- Ensure the short and long term financial health of the organization
- Identify and spearhead strategic growth initiatives that advance the fulfillment of the organization's mission
- Raise the profile of YAI at the local and national level

## Responsibilities

### Strategic Vision and Leadership

- Provide ongoing strategic vision of YAI in service of its mission and lead the organization in its next phase of impact
- Lead the development of innovative and impactful programming, maintaining YAI's reputation as a thought leader and innovator in the I/DD community
- Lead, coach, and mentor a best-in-class senior leadership team who will deliver innovative and high-quality programs and readily take on new challenges

- Foster the development of a common vision for YAI among staff and the board
- Develop innovative approaches to meet the challenges of current and future regulatory and fiscal environments

### Executive Management and Operations

- Maintain overall responsibility, accountability, and authority for management of day-to-day operations of YAI and its programs
- Ensure that YAI is delivering service of the highest quality by overseeing program evaluation efforts
- Ensure YAI programs are in regulatory compliance
- Leverage and coordinate resources to ensure strategic alignment across resource development, workforce and impact

### Communications and Community Engagement

- Foster existing and establish new partnerships with external stakeholders (e.g., government, trade associations, corporations, and the media)
- Establish a presence with the larger I/DD ecosystem via active participation in Councils, trade associations, and other collaborative venues
- Lead as a sought-after public spokesperson and thought leader in various types of media, raising awareness about YAI's mission and work

### Financial Oversight and Resource Development

- Work to advance the organization's strategic goals by diversifying and deepening funding sources
- Work in collaboration with the CFO to ensure fiscal oversight, accountability and sustainability

### Qualifications

- Demonstrated deep passion for and commitment to YAI's mission
- Proven track record leading a large and complex mission-driven organization
- Experience and/or knowledge of working with the I/DD community and services is strongly preferred
- Track record of collaborating with and navigating legislatures and regulatory bodies (familiarity and experience with New York State preferred)
- Demonstrated success leading a high performing senior team
- Caring, trustworthy, and accessible, with the ability to listen to others' perspective and find common ground
- A strong work ethic
- Proven ability to foster an inclusive and collaborative environment

- A skilled communicator, with the ability to build strong, transparent relationships with multiple constituent groups
- Experience providing fiscal oversight of a non-profit organization

## Salary

YAI offers a competitive compensation package that will including a base salary of \$400,000 – \$500,000 plus eligibility for an annual bonus and participation in a management incentive program, as well as an attractive, comprehensive benefits package.

This position description is based upon material provided by YAI, an equal opportunity employer.

To apply for this position, please click [HERE](#).

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