

Executive Director



**An opportunity to lead, inspire, and advance a critical mission:  
stop child abuse in Massachusetts.**

## Executive Director

For over 30 years, [The Children’s Trust of Massachusetts](#) has been working to **end child abuse** by providing critical resources to parents, educators, caregivers, support professionals and through partnerships with key stakeholders from the public, private, and nonprofit sectors to help children and families live healthy, thriving lives. The Children’s Trust is a nationally recognized leader in advancing policy and programs to enhance stable and nurturing home environments and prevent child abuse and neglect.

The **incoming Executive Director** will have the opportunity to lead, inspire, and impact policy and programs to advance The Children’s Trust mission. This is an incredible opportunity to lead an organization that is uniquely positioned to prevent child abuse in Massachusetts through a myriad of approaches: driving evidence-based research about the proven methodologies to strengthen families, influencing public policy, overseeing family-based programs, raising awareness, and securing critical funding to support vital programs, including one of their signature programs, [Healthy Families](#) of Massachusetts.



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### The Position

The Massachusetts Children’s Trust, the **state’s preeminent public-private partnership and the only quasi-state agency exclusively charged to prevent child abuse and neglect**, is seeking an Executive Director to lead the organization at a critical inflection point following the retirement of its 30-year Executive Director. Applicants for the Executive Director position will be evaluated based on the following core job responsibilities and criteria:

- Communicate a compelling passion and narrative for the mission of The Children’s Trust.
- Lead and manage all functional and governance aspects of a quasi-public agency—as well as its independent 501(c)(3)— including an annual budget of over \$20M, approximately [35-person staff \(including 5 direct reports\)](#), and approximately [50-person Board of Directors](#).
- Share and drive a clear and compelling vision for the future of the Children’s Trust, leveraging the Children’s Trust Board of Directors with its strong relationships across all sectors and its separate 501(c)(3) Board, and using tools such as organizational strategic planning, advocacy, public relations, continuous quality improvement and collaborations with private, public, and professional organizations on behalf of child abuse prevention and family support.
- Serve in an externally facing capacity for the organization, including direct engagements with state government officials, private-sector funders, alliance- and stakeholder-building activities, community outreach, and marketing and thought-leadership opportunities.
- Demonstrate a collaborative and strategic leadership style to support the Children’s Trust program work, which is accomplished through a network of over one hundred of the state’s most innovative local community organizations that provide services to families, and its policy advocacy efforts across Massachusetts.
- Drive and shape evidence-based research, review, and evaluation of family support programming, services, and assistance to optimize statewide standards and outcomes in furtherance of the mission to prevent child abuse and neglect.
- Shape and embed a culture of diversity, equity, inclusion and belonging across the organization.
- Leverage best practices from other highly correlated leadership experiences.

### Qualifications

- 8+ years of executive leadership/management experience; experience as CEO/Executive Director a plus.
- Two years of direct service experience in child welfare or child clinical work.

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- Two years of experience in human services administration or policymaking.
- Graduate degree in a related field.

### Additional Job Responsibilities

- Maintain regular communication with the Chair of the Board of Directors and report to the full Board to ensure transparency and visibility to organizational activities, including but not limited to family support programming, organizational finances, activity with the Executive Branch and Legislature, and relevant staffing/personnel issues.
- Support the legislatively mandated governance of the Board, the Board's Executive Committee, and each Board Committee, as well as, the Friends of the Children's Trust Board, a 501(c)(3) nonprofit organization.
- Implement a 3-year Road Map approved by the Board of Directors in March 2022 to guide the organization while beginning a strategic planning effort in FY24 to assess the current landscape and shape the organization for the future.
- Develop and help implement strategies on priority issues within the purview of state government, including annual state appropriations to the Children's Trust, priority legislation/regulations, and other matters of public policy.
- Contribute to local, state, and federal boards, committees, task forces, and panels to advance the mission to stop child abuse.

The Children's Trust is committed to **diversity, equity, inclusion and belonging** and an equal opportunity and affirmative action employer and seeks to employ individuals based upon their qualifications, experience, and ability to perform the position responsibilities.

### Organizational Overview

The **Children's Trust's mission** and its dedicated staff are focused on a singular ambition: **stop child abuse in Massachusetts**. Informed by rigorous research and driven by an evidence-based approach, its programs, advocacy, and statewide partnerships lead to safer children in stable families and reduce the social, health, and education costs for all.

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The Children's Trust **partners with over one hundred of Massachusetts' most innovative local community organizations**, providing high-quality services to help families thrive and keep children safe, while also influencing public policy. Its programming is guided by the [Protective Factors](#) framework, a research-driven approach that identifies five key conditions which must be in place in order to support the optimal well-being of children and families. All Children's Trust programs work to help parents build and strengthen these factors.

Through its **deep and long-lasting partnerships**, The Children's Trust collaborates statewide to provide critical family programming and services. It partners with numerous local and national allies, including the Pew Center on the States, the Center for the Study of Social Policy, the Massachusetts Child Advocate, and the Massachusetts Departments of Early Education & Care, Children & Families, and Public Health.

### [Programs](#)

In 2021, The Children's Trust reached more than **40,000 people through its robust and impactful programs**. These include:

- [All Babies Cry](#)
- [Family Centers](#)
- [Fatherhood Initiative](#)
- [Healthy Families](#)
- [One Tough Job](#)
- [Parenting Education and Support Programs](#)
- [Prevent Child Sexual Abuse](#)
- [SAFE Child Communities](#)
- [Family Support Training Center](#)

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### [Healthy Families Highlight](#)



"I want to be a good dad because I had father figures that weren't really there for me in my life. I want to be better than that for my son."

- [Justyn Grunchy, Healthy Families participant.](#)

As young parents, Justyn and Kaleigh recognized the need for support and relied on their

Healthy Families home visitor, Ken, to help them learn about parenting skills and set expectations for what it's like to be a parent. Justyn and his son Holden's mother, Kaleigh King, began working with the Children's Trust Healthy Families program when Kaleigh became pregnant at 17 years old.

"The doctor gave me a brochure about Healthy Families and said she understood that it would be tough to be a parent at such a young age and that this program would help us with a lot of things, like co-parenting."

"I want to be the best dad I can be, that's the seed he put in my head," said Justyn when asked how his home visitor helped him. As a foster child, Justyn moved in and out of different foster homes, leaving him without consistent, stable parental figures in his life. He is committed to giving Holden a different childhood and you can hear the love and commitment in his voice when he talks about his son.

In addition to helping with Holden's needs, Healthy Families also helped Justyn and Kaleigh adjust to life as parents while continuing to pursue their goals and aspirations. One of the first goals they set together was to ensure that they both graduated from high school, achieving that milestone in June of 2019. Justyn is now working full time to support the family.

Now 19 months old, Holden is thriving in a healthy, happy nurturing home.

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### Advocacy

A major voice in family support policies within the Commonwealth, The Children's Trust views the Massachusetts Legislature and Executive Branch as crucial partners and allies in its mission to stop child abuse in the Commonwealth. The Executive Director will **lead engagement** of state government officials on effective strategies for supporting families and preventing abuse, as well as the community-wide benefits of strong families and thriving children. Leveraging the success it has achieved at the state level to achieve national recognition as a thought leader in areas of family support, the organization's experts recently testified before the US House of Representatives Ways and Means Subcommittee on Worker and Family Support providing testimony in support of reauthorization and funding of the Maternal, Infant and Early Childhood Home Visiting (MIECHV) program.

### **Outcomes**

The Children's Trust's **evidence-based programs are impacting thousands** of parents, caregivers, and children across the Commonwealth. For example, a longitudinal study by Tufts University nearly ten years after enrollment in Healthy Families MA showed that the program is significantly:

- reducing second reports of child abuse and neglect
- reducing homelessness and dependence on cash assistance
- increasing parents' employment
- decreasing parents' Emergency Room use
- reducing maternal depression
- increasing children's executive function

Participants report [transformative outcomes](#) and the quantitative impact of its work is shared in its [2021 Annual Report](#).

### Expressions of Interest

The Children's Trust has recently partnered with Boyden Executive Search. For more information on the Executive Director opportunity or to apply, please submit your cover letter and resume to Shaké Sulikyan [SSulikyan@boyden.com](mailto:SSulikyan@boyden.com), Lisa Vuona [LVuona@boyden.com](mailto:LVuona@boyden.com), or Wendy Wilsker [WWilsker@boyden.com](mailto:WWilsker@boyden.com).