Rainbow Child Development Center, an outstanding non-profit providing comprehensive childcare and supportive social services to low-income children in Worcester, Massachusetts, is seeking a dynamic new Executive Director. This is an exciting opportunity to shape the future in a licensed and NAEYC accredited organization with a strong staff and board who are ready for growth and continued excellence. Please see our website: www.rainbowcdc.com.

The Position
The Executive Director is responsible for the overall management of the agency and its programs in accordance with the policies set by the Board of Directors, contracting and licensing agencies, and the laws of the Commonwealth of Massachusetts. S/he will lead in envisioning a strong future and developing sustainable resources and quality, innovative programs to support healthy children and families in the Worcester community.

Responsibilities include:
- Envision short and long-range strategies and inspire staff, board and supporters to make consistent and timely progress to achieving the mission
- Hire, lead, effectively supervise and support staff to maintain quality programming, use of programs and administrative operations
- Provide sound fiscal management, oversight of the annual budget and careful reporting
- Seek and oversee development of financial resources including contracts, grants, and contributions from a variety of sources including government, corporations, foundations and individuals
- Report to and work with the Board of Directors in setting policies and strategic direction and creating programs consistent with the mission
- Promote active participation by board and volunteers
- Build and maintain relationships for the agency in the early education and broader Worcester communities
- Maintain licensing and a working knowledge of significant developments and trends in the field
- Ensure appropriate maintenance for the building and property

Qualifications
- Love of children and respect for family involvement required
- Minimum of five years experience leading an organization of a similar size including financial and operations management, hiring and supervision of employees; nonprofit experience a plus
- Background in early childhood education and development desired; experience in literacy, speech/language development a plus. Willing to be hands-on when needed.
- Experience obtaining and administering state contracts
- Open and welcoming of diversity and the opportunity to work in a multi-cultural environment
- Successful experience in fundraising
- Strategic planning and organizational evaluation experience
- Experience reporting to and leading a board of directors in governance responsibilities
- Excellent communication, teambuilding, listening and organizational skills
- Master’s degree in education, social work, psychology, sociology, business, management or related field or equivalent experience preferred
- Car and driver’s license and ability to attend meetings outside the agency
- Bilingual in Spanish/English a plus
- Familiarity with the Worcester community

Rainbow Child Development Center is an equal opportunity employer and welcomes a diverse pool of candidates in this search.

To apply, send cover letter and resume to Susan Barry, Egmont Associates, sbarry@egmontassociates.com