

## Partners for Youth with Disabilities Seeks Executive Director

### About Partners for Youth with Disabilities

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The mission of [Partners for Youth with Disabilities \(PYD\)](#) is to empower youth with disabilities to reach their full potential by providing transformative mentoring programs, youth development opportunities, and inclusion expertise. PYD motivates youth to reach their personal, educational, and career goals, and guides organizations in becoming more inclusive to youth with disabilities.

PYD is a pioneer in its space. Founded in 1985 – a full five years before the passage of the Americans with Disabilities Act – by Regina Snowden, PYD began as a one-to-one mentoring program for youth with disabilities, providing these youth with adult role models and, through these mentors, an extended support system. At the time, mentoring was gaining prominence as a critical lever to bolster outcomes for at-risk youth, yet the community of youth with disabilities was being inadvertently systematically excluded from the mentoring programs. Over the past 35+ years, PYD has established itself as a national, highly sought-after leader in its field, with a reputation for delivering innovative and high-quality programs and services. PYD empowers more than 500 youth annually through direct service programs and has delivered inclusion best practices training to more than 10,000 individuals across 300+ organizations, spanning 13 states.

The PYD team and Board of Directors are very proud of the organization's impact at both the local level, delivering leading programs in Massachusetts, and nationally. Specifically:

- 1) Establishing award-winning programs serving youth ages six to twenty-six experiencing a broad range of disabilities across Massachusetts, including [Mentoring](#), [Career Readiness](#), [Access to Theater](#), [Young Leader's Rising](#), and the [Youth Leadership Forum](#).
- 2) Expanding key programs nationally, including Career Readiness Academy, which provides PYD's highly renowned [Career Readiness curriculum](#), start-up training, evaluation, and technical assistance to partner organizations and schools across 13 states.
- 3) Operating the [National Disability Mentoring Coalition](#), which leverages the networks and collective influence of 550+ membership organizations to raise awareness of the importance and impact of mentoring in the lives of people with disabilities, and to increase the number and quality of disability mentoring programs around the country.
- 4) Developing and executing the Disability Mentoring Certification Program, the first training program of its kind for mentoring programs and professionals.
- 5) Increasing the inclusivity of workplaces, organizations, and communities across the country through the provision of [services](#) such as live trainings, audits, and [learn.pyd.org](#), an online learning platform with webinars, courses, and guidebooks.
- 6) Establishing PYD's Online Mentoring, a national online mentoring network for youth and young adults with disabilities, focused on networking, skill development, and support.

With an exceptionally strong reputation at the forefront of the field, an established set of programs delivered in Massachusetts, and a solid foundation of national work, PYD is poised to continue to

significantly expand the organization's leadership position, reach, and impact – at the individual, organizational, and societal level.

Headquartered just outside of Boston in Somerville, MA, Partners for Youth with Disabilities has a staff of 26 and an annual budget of approximately \$2M. A highly engaged, mission-driven, 14-member Board of Directors partners with the leadership team to ensure the continued growth and sustainability of the organization. After 37 years of leadership and stewardship of PYD, founder and Executive Director Regina Snowden recently transitioned to the role of Founder in Residence. Long-standing Board member and experienced non-profit executive Lynn Gonsalves is serving as Interim ED. Lynn and Regina stand ready and excited to welcome and partner with the new leader upon selection. Read more about Regina's transition [here](#).

### **Opportunity Going Forward**

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Partners for Youth with Disabilities is a highly regarded non-profit organization with an outstanding reputation and impressive results. The ideal candidate will have deep respect for the organization's history, culture, leadership, and staff, as well as the drive and capacity necessary to capitalize on the exceptionally high quality of PYD's programs and services to realize the organization's next level of impact, both locally and nationally. She/He/They will have a strong personal connection to the organization's mission and a desire to help create a world where young people with disabilities are able to lead self-determined lives filled with purpose.

Working collaboratively with an active Board of Directors and a diverse, mission-driven staff, the ED will provide strategic leadership and direction to advance PYD's mission, impact, fundraising capacity, and fiscal health. In addition to effectively and efficiently managing the organization, priorities for the ED include:

- Quickly assimilating into the organization and its inclusive, collaborative, and supportive culture.
- In coordination with the Board of Directors, creating and executing a strategic plan to achieve PYD's long-term vision.
- With support from the Board, developing and leading the implementation of a comprehensive fundraising strategy that is consistent with the organization's overall strategy and long-term vision.
- Developing an understanding of PYD's current programs and services, assessing opportunities to increase the reach and impact of the programs and services, and executing strategies to grow and sustain PYD's impact and to ensure its long-term financial sustainability.
- Driving greater awareness of, and engagement with, PYD through increased marketing and branding efforts.
- Advancing efforts that reinforce PYD's commitment to diversity, equity, and inclusion (DEI) across the organization's programs and practices, and its culture, more generally.
- Navigating PYD's emergence from the COVID-19 pandemic, including maximizing the ability to deliver services in a hybrid model of remote and in-person experiences,

determining the future of the organization's remote/hybrid work model, and supporting a near-term office relocation.

## **Desired Credentials/Profile of the Ideal Candidate**

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- Passion for, and experience with, youth with disabilities, mentoring, and youth development.
- Advanced degree with at least 10 years of senior management experience.
- MBA or MPA *preferred*.
- Experience developing and operationalizing strategies that have taken an organization, *preferably a non-profit*, to the next stage of growth.
- Non-profit management and/or extensive non-profit Board experience *preferred*.

## **Skills and Experience**

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### **Visionary and Strategic Leader**

- Proven ability to lead an organization through the creation, adoption, and successful execution of a Strategic Plan.
- Ability to envision and execute large-scale initiatives, setting goals that are inspiring yet attainable, and crafting plans and appropriate budgets to get there.
- Able to hold self and others to a consistent high level of expectations, accountability, and performance, by setting an example and inspiring staff to perform at their best.
- An active listener with the desire to learn from people with multiple perspectives before acting and equally comfortable making and communicating the ultimate decision.
- Strategic thinker who can assess opportunities for program expansion, with a focus on capacity, sustainability, and impact.

### **Enthusiastic Fundraiser and Compelling Communicator**

- Able to clearly and passionately articulate PYD's mission and strategy to a wide variety of audiences, including a compelling personal connection to the organization's work.
- Seasoned fundraiser adept at identifying, stewarding, and sustaining new donors and Board members.
- Proven ability to secure, manage, and grow revenue from a diverse set of funding sources, including individuals, government, foundations, corporations, and events.
- Experience monetizing program/service models to expand impact and revenue.
- Governance knowledge and experience to maximize the Board of Directors' service and impact.
- Comfort in serving as the primary external representative of PYD in local and national contexts, at in-person and online events, as well as on social media.
- Energized by the opportunity to expand awareness of, and engagement with, PYD via marketing, partnerships, speaking engagements, etc. at local, regional, and national levels.

### **Mission-Driven, Collaborative, and Inclusive Leader**

- Inspiring leader who has a connection to youth with disabilities, rooted in her/his/their personal, familial, and/or professional experiences.

- Authentic and welcoming person who can foster sincere connections with PYD's constituents – youth with disabilities, their families, PYD staff members, staff at partner organizations, and donors and investors.
- Demonstrated commitment to Diversity, Equity, and Inclusion (DEI) and experience shifting organizational policies and practices to foster a more diverse and inclusive environment, where all team members feel valued and supported.
- Champion of the highly supportive, inclusive, and collaborative culture, and development of the dedicated, outstanding staff.

### **Compensation and Benefits**

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This is a full-time, salaried, exempt position with a starting annual salary range of \$125,000 to \$150,000, commensurate with experience and qualifications. Partners for Youth with Disabilities also offers a comprehensive benefits package, including health insurance with a generous employer contribution, employer-paid Life and AD&D insurance, 401(k) retirement plan with 3% employer contribution, PTO, sick time, personal time, 14 holidays/year, and flexible work scheduling.

### **Diversity & Inclusion – Inclusion Promise**

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At Partners for Youth with Disabilities, we welcome and include people of all abilities, identities, and backgrounds. We believe that a diverse and fully inclusive organization empowers individuals, heals communities, and creates a better world for us all. As such, we are committed to equal opportunity and the diversity of our workforce and do not exclude, deny benefits to, or otherwise discriminate against any person on account of that individual's gender, race, color, religion, age, disability, national or ethnic origin, military status, veteran status, sexual orientation, gender identity and expression, marital status, or any other protected category under applicable law.

### **Application Process and Additional Information**

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Candidates must include a resume and a cover letter that describes how the candidate's qualifications and experience match the needs and mission of Partners for Youth with Disabilities. Applications will be accepted until the position has been filled. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.

Eos Transition Partners consultants Erin Cox and John Tarvin are managing this search. All submissions will be acknowledged and are confidential, and any questions can be submitted to Erin at [ecox@eostransitions.com](mailto:ecox@eostransitions.com) or John Tarvin at [jtarkin@eostransitions.com](mailto:jtarkin@eostransitions.com).