



CCAR Seeks Executive Director

About CCAR

The Connecticut Community for Addiction Recovery (CCAR) is the heart and epicenter of innovation within the realm of addiction recovery. Established in 1998, CCAR stands as a premier resource in Connecticut, connecting people with others in recovery and providing recovery support services to individuals at various stages of their recovery journey – whether they are contemplating, new to, or established in long-term recovery. CCAR believes fervently in supporting individuals along their chosen paths to recovery, recognizing and honoring the multiple pathways in which sustained recovery can be achieved.

At the core of CCAR's mission are its Recovery Community Centers -- eight physical hubs strategically located throughout the state. These centers serve as focal points where the local recovery community congregates and where essential support services are offered.

One of CCAR's notable contributions to the field is its Training department, which has trained thousands of Recovery Coaches worldwide. These coaches, drawing from personal experiences with substance use disorders, are trained to forge meaningful connections, and to facilitate impactful conversations. CCAR's recovery coaches have been seamlessly integrated into various settings, including emergency departments in 32 hospitals, several CT correctional facilities, and the network of Recovery Community Centers.

Among CCAR's array of initiatives are a telephone recovery support line, virtual support meetings, job readiness skill building, volunteer opportunities, and advocacy efforts aimed at shaping policy, mobilizing the recovery community, and humanizing the face of recovery.

With a dedicated staff of approximately 75 professionals, CCAR fosters a culture characterized by love, nurturing, inclusivity, empowerment, and empathy. Team members are described as passionate, talented, and committed to placing recovery at the forefront of their endeavors. The organization prioritizes flexibility and support within the workplace, ensuring that staff members feel valued and empowered.

Operational funding for CCAR, totaling approximately \$6 million annually, primarily consists of state and federal grants and contracts, and revenue generated from training initiatives. Notably, CCAR's Recovery Community Centers and ED Recovery Coach program receive funding from the CT Department of Mental Health and Addiction Services through SABG and SOR funds, while the DOC Recovery Coach program is funded by the CT Department of Corrections.

Overseen by a board of directors comprised of 12 community professionals, CCAR continues to evolve and expand its reach. After 25 years of service, Phillip Valentine announced his retirement from CCAR to pursue his passion for life, creating art, continuing to facilitate recovery coach training, and establishing himself as a seasoned brilliant fisherman, marking the end of an era while paving the way for new chapters of growth and innovation.

Opportunity Going Forward

The Executive Director will have the opportunity to lead a well-established, highly respected, and influential statewide organization. Reporting to CCAR's Board of Directors, the ED has overall fiscal, strategic, and operational responsibility for staff, programs, growth, and impact. Priorities for the next leader include:

Community Engagement and Relationship Building: Navigate the leadership transition, ensuring that existing and strong relationships with funders and donors, legislators, collaborations, coaches, and partners are maintained and grown.

Strategic Visioning: Provide big-picture solutions to community issues and adapt to changing environments, while maintaining alignment with foundational principles of Recovery First and upholding the organization's mission and effectiveness. Work with the Board of Directors to craft a 2025-2028 strategic plan.

Ensure Sustainability: Ensure that all initiatives, especially the new Recovery Community Centers, are sustainable in the long term. Secure continued funding, while also navigating important and complex government funding awards and leveraging opportunities.

Advocacy and Partner/Recovery Community Engagement: Establish leadership at tables addressing recovery and addiction services to learn, innovate, and collaborate. Promote policies and legislation that focus on addiction recovery, while respecting the core principles of other addiction recovery approaches. Facilitate collaboration among peer leaders and recovery specialists statewide and nationally to bridge gaps between clinical integration, substance use, and mental health services.

Grow Quality Services: Continue CCAR's service delivery as vital and innovative, ensuring that CCAR is readily known to potential service recipients, potential coaches, partners, and donors locally and nationally. Focusing on new business development, acknowledge the importance of strategic marketing efforts to generate revenue, particularly leveraging the Training Department's success.

Profile of the Ideal Candidate

The next ED of CCAR will be a seasoned organizational leader with significant experience as a service-providing professional and active within the recovery community. The ideal candidate will demonstrate the following capacities:

Knowledge of the Field

- Deeply connected with the recovery community, bringing an understanding of recovery dynamics and principles of Recovery First

Visionary and Strategic Executive

- Demonstrated ability to lead and implement a strategic organizational vision and plan
- Experienced at holding the big picture and being simultaneously engaged in the details of an established and dynamic statewide organization
- Brings proven examples of innovation in approach, programming, fundraising, or advocacy

Fundraising Acumen

- Experienced with donor identification, cultivation and relationship development, solicitation, and stewardship
- Practiced in the discipline of fundraising – proposal writing, database management, appeals, membership programs, and capital campaigns

- Excellent, proven writing talent and is skilled at communicating and championing an organizational vision

Facilitative, Authentic, and Open Leader

- Warm, compassionate, kind, and good-hearted
- Displays emotional maturity and a sense of self; able to hold an independent voice and make effective decisions
- Has balanced leadership skills; listens well and is comfortable leading from behind
- Approachable and brings enthusiasm and a sense of humor
- Generous of spirit; experiences themselves as connected to others
- Willing to work at all levels of the organization, as needed

Community Builder

- Has proven experience in building community, internally and externally
- Highly collaborative, flexible, and patient with a diverse set of internal and external stakeholders
- Wisdom to engage with many different constituencies successfully; is a good translator of different points of view

A Seasoned Manager

- Experienced with organizational and staff management, including finance, with a proven record of success in managing growth
- Has excellent supervisory skills, with the kindness and passion to develop and lead a team
- Experienced with managing risk and is a solution-finder
- Familiarity with nonprofit board engagement is a plus

A Trusted Community Ambassador and Advocate

- Shows excitement to serve as the primary public face of CCAR in the greater community
- Brings strong, diplomatic verbal communication and storytelling skills
- Has experience as a legislative and policy development advocate

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$105,000 – 140,000. CCAR also offers a comprehensive benefits package that includes:

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| ▪ Vacation Allowance: 10 days (15 days after 1 year of service) | ▪ Life Insurance: Yes |
| ▪ Personal Days: 3 days | ▪ Retirement Benefits Yes |
| ▪ Holidays: 13 days | ▪ Bereavement Leave: 3 days |
| ▪ Sick Leave: 11 days | ▪ Flextime Scheduling |
| ▪ Health Insurance: Yes | ▪ FMLA |
| ▪ Dental Insurance: Yes | ▪ Course Tuition Reimbursement for accredited schools, colleges and universities Yes |
| ▪ Vision Insurance: Yes | |
| ▪ Short/Long Term Disability: Yes | |

Application Process and Additional Information

CCAR is an equal opportunity employer and does not discriminate in employment opportunities or practices based on age, sex, race, ethnicity, nationality, disability, sexual orientation, religion, or any other

characteristic protected by law. CCAR actively recruits employees and promotes qualified personnel broadly representative of the community it serves.

Candidates must include a resume and a cover letter, both in PDF format, which describe how qualifications and experience match the needs and mission of CCAR. Applications will be accepted until the position is filled. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions can be submitted to Nancy at: njackson@eostransitions.com.