BACKGROUND
Partners For Quality, Inc. (PFQ) was founded in 1975 to provide individualized services and supports to individuals with intellectual disabilities. Today, the organization has grown in complexity and size, but the mission has remained consistent and is to support people by providing services that promote choice, personal satisfaction and the realization of each individual’s hopes and dreams. Guided by strong values, all employees and volunteers at PFQ see a future where people have the opportunity to experience and fully participate in all aspects of life.

Please visit www.pfq.org for additional information on this remarkable organization.

POSITION OVERVIEW
This position is open due to a thoughtful and planned retirement of the current President & CEO (President). The President is responsible to the Board of Directors of PFQ for the overall direction of the organization including, but not limited to; operations, finances, programs, outcomes, quality, governance, human resources and facilities. Through a senior management team of 6 individuals who all have long tenures and track record of success, the four corporate entities are extremely well managed. The President is primarily responsible for directly managing or leading the following:

1. Strategic Planning
2. Financial Management
3. Systems Design and Management
4. Executive Staff Management
5. Human Resources/Benefits Oversight
6. Residential Services Oversight
7. Behavioral/Health Services Oversight
8. Fundraising/Community and External Relations
9. Professional Enhancement
10. Facilities/Leasing Oversight
11. Expansion Opportunities
12. Incident/Risk/Quality Management Compliance Oversight
13. Compliance with all PFQ Policies and Government Regulations

KNOWLEDGE, SKILLS AND COMPETENCIES
The successful President & CEO candidate will be an experienced and tested leader who possesses a combination of the following:

Skills/Experience:
- A minimum of ten (10) years of senior management experience required
- Prior successful experience managing and leading in an organization similar in size, scope and impact as PFQ
- A demonstrated passion for the mission and individuals served by the organization
• The ability to see the future, anticipate trends, innovate on behalf of the needs of the individuals served, while not losing sight of the daily operations
• A demonstrated ability to be innovative, entrepreneurial and opportunistic about growth
• Excellent communication skills, both verbal and written

**Education/Licensure/Clinical:**
• Master’s Degree in Administration, Management, Human Services or Health Services required
• Five (5) years experience working with people with Intellectual Disabilities and/or Behavioral Health Services
• Prior experience working within an accredited/licensed agency required

**Desired Competencies:**
• Business Acumen - knows how businesses work and is adept at managing operations
• Approachability - is a good listener, can be warm, sensitive and gracious
• Composure - can be counted on to hold things together during tough times
• Building effective teams - defines success in terms of the whole team; creates a feeling of belonging in the team
• Delegation - broadly shares both responsibility and accountability, accomplishes more through others
• Planning – sets goals and objectives and measures performance against goals

**TO APPLY**
For complete details and how to apply, please visit: [http://www.nonprofitalent.com/jobs/job/president-ceo-3/](http://www.nonprofitalent.com/jobs/job/president-ceo-3/)

Qualified individuals may apply confidentially until **Noon on Monday, April 15th, 2013.**

Please direct all inquiries related to this position to Vantagen and do not contact Partners For Quality, Inc.

Partners For Quality, Inc. is an equal opportunity employer.