

Position Description:

THE SENIOR VICE PRESIDENT OF I/DD SERVICES

Overview:

Elwyn, the oldest and one of the largest non-profit human service organizations in the nation, seeks an accomplished executive leader to become the Senior Vice President of Intellectual and Developmental Disabilities (I/DD) Services, overseeing the mission and operations of almost 2,000 supported individuals and over 2,500 employees in four states.

Elwyn is one of the nation's most relevant and substantial providers of support, treatment, and education for children and adults with I/DD, autism, and related behavioral health issues. Established in 1852 by abolitionists, Elwyn is the oldest organization of its kind in the United States. An educator, James B. Richards, and a physician, Dr. Alfred Langdon Elwyn, founded Elwyn in the Germantown section of Philadelphia as a private school for children with intellectual disabilities.



The Senior Vice President of I/DD Services reports to the Chief Operating Officer (COO). Elwyn is offering a highly competitive base salary and incentive bonus opportunity, along with generous benefits, to the right candidate. Minority, women, and LGBTQIA+ candidates are encouraged to apply.

Job Responsibilities of the Senior Vice President:

- Serves as leader and content expert of service delivery for persons with I/DD for this national \$200M (revenue) service line.
- Develops and executes the I/DD operating plans that promote organizational growth, maximize productivity, and ensure prudent use of funds in pursuit of Elwyn's longstanding mission.
- Provides executive level management to service lines, corporate support functions, and other groups as designated by the COO.
- In conjunction with Elwyn's executive team and the Board of Directors, participates in and drives a strategic planning process which results in growth of I/DD services and excellence in service delivery.
- With the guidance of the COO and the marketing department, develops and implements a marketing plan for the service line that addresses industry needs and aligns with Elwyn's strategic structure and processes.
- Assists the President and COO in evaluating new growth opportunities, including acquisitions and affiliations.
- Drives top-line revenue by managing census, enrollment, rate mix, contracting, and successful collections. Manages operating metrics to ensure sound and timely business decisions, including near-term course corrections.
- Implements strategic plan and service line objectives as it relates to employee engagement, recruitment, and retention, as well as service excellence and quality control.
- Meets or exceeds company financial targets. In partnership with the COO, facilitates growth and profitability without sacrificing quality or engagement.



- Represents the organization's interest by building strong relationships with payer and regulatory agencies, creating stability and strength through reputation building.
- Partners with the chief of staff and COO regarding government relations activities.
- Drives the professional development of a high-performing service line team. Fosters teamwork between program operations and support staff.
- Advises COO on the organization's core values development and adherence, in addition to the alignment of company activities with the mission and strategic vision.
- Fosters a success-oriented, accountable environment within the I/DD service line.
- Participates in the recruitment of board members with diverse backgrounds who have the desire and ability to advance the organization's mission.
- Provides timely and competent written reports to the board and its subsidiary boards as required.
- Pursues/implements other projects as required and as directed by the COO.
- Leads programs and operations in all labor relations discussions and contract negotiations.
- Provides strategic direction for service line operating plans, establishing goals (including financial, program, clinical, and safety) in pursuit of the annual board approved operating plan.



Value Based Capabilities:

- Proven track record of creating, maintaining, and supporting a safe environment to protect the health and well being of all you serve
- Consistent pursuit of excellence in the what and the how of the work
- Master of teamwork demonstrated as a leader of teams and as a team member where you offer and receive support to accomplish unified goals
- Owner of my behaviors, results, and actions and the impacts they have
- Consistent stewardship of the mission, values, culture and longevity of the organizations served



Experience:

- Bachelor's Degree Required, Master's Degree or Master of Business Administration desired.
- Ten (10) years of executive level experience in human services, behavioral health, or related industries required.
- Experience as a CEO in a non-profit organization with revenue of >\$40M or a stand alone for-profit organization with revenue of >\$75M strongly desired. Alternatively, experience as a department head with oversight of >\$100M will be considered.
- Experience with non-profit leadership strongly desired.
- Experience with labor relations desired.

For more information, please contact Rex Carney, Chief of Staff, at rex.carney@elwyn.org.