



GOOD WILL-HINCKLEY
Educating Youth. Changing Lives.

President/Executive Director

For over 130 years, the Good Will Idea to provide a home and helping hand to boys and girls with behavioral challenges has stood tall and proud on the beautiful sprawling campus of Good Will-Hinckley in Fairfield, Maine. As a young boy, George Walter Hinckley offered his food and bed to an orphan seeking refuge in his home. From that one act of kindness sprang his enduring gift to the world: The Good-Will Idea.

In 1889, on a beautiful plot of land just north of Fairfield, Maine, the Good Will-Hinckley Homes for Boys and Girls was born. Having uplifted thousands of Maine children and young adults by providing resources and a family for life. George Walter would be proud of what our organization has become. Offering everything from therapeutic residential treatment to dynamic educational resources—including the [Glenn Stratton Learning Center](#) and our growing [College Step-Up & Transitions Program](#)—GWH is more than just a campus or a special education school in Maine. We're a community that's given thousands of young people the tools they need to not just survive but thrive.

Job Summary:

This position is Responsible for providing strategic leadership for the organization by working with the Board of Directors and the Senior Management Team to establish and execute short-term and long-range goals, strategies, plans and policies. Responsible for providing leadership to the Good Will-Hinckley committees that are implementing the Strategic Action Plan recommendations. The role of the President and Executive Director requires an ability to provide leadership and vision to the organization combined with a strong desire and commitment to serving children at risk of failure as adults.

Duties and Responsibilities:

- Commitment to the comprehensive mission of the organization, ensuring that the mission of the institution is implemented and sustained in an efficient and effective manner.
- Provides leadership and management to ensure that the mission and core values of GWH are put into practice.
- Represent GWH as the President/Executive Director in all interactions with other educational institutions, community organizations, businesses, governmental agencies, regional economic development associations, and the general public.
- Lead the process of short and long-term strategic planning to include appropriate research, formulation of goals and objectives, implementation of action plans, allocation of resources, assurance of accountability and measurement of progress, and regular communication of goal achievement to the Boards.
- Motivates and leads a high-performance senior management team; provides mentoring to the team and works in a collaborative style with leadership.
- Direct the preparation and presentation of the annual budget and longer-term strategic financial plans in accordance with the priorities set by the Boards and expenditure/revenue estimates.
- Prudently manages organizations' resources within approved budget guidelines according to current laws and regulations.

- Evaluate and/or direct the evaluation of all personnel and provide for their continued professional growth and development.
- Direct the ongoing evaluation of all programs, student services and community services and, upon the basis of such evaluation, institute revisions of programs and services, with Board approval, when appropriate.
- Develop positive relationships with alumni, Board members and other constituents.
- Have a comprehensive knowledge of Board bylaws and policies and ensure compliance with applicable laws, policies and regulations, including the timely filing of required reports.
- Interpret and enforce Board Policy statements, recommending any changes necessary to maintain sound operation.
- Recommend or approve all employees for appointment, change of status, transfer, dismissal, or suspension.
- Represent the organization in the most positive manner with prospective, former and current students, legislators, business and industry, labor, other educational institutions and the communities served.
- Lead creative program development to expand and use the current resources on campus.
- Works with all GWH committees.
- Attend all meetings of the Board of Directors for Good Will-Hinckley.
- Establishes credibility throughout the organization and with the Board as an effective developer of solutions to the organization and business challenges.
- Drives the organization to achieve program objectives, revenue generation goals, cash flow and strategic/business goals and objectives.
- Acts as the lead development officer through direct contact with foundations, current and potential donors, legislators, grant makers, stakeholders and the public.
- Clearly manages, communicates, markets and executes a compelling and inspired vision and/or sense of core purpose beyond today.
- In collaboration with the Chair, enables the Board to fulfill its governance function.
- Fosters a success-oriented, accountable environment within the organization.
- Cultivates, develops, and enhances positive, long-term relationships with the various publics whose support is necessary for the growth and development of the organization, including (but not limited to) corporate, community, government, institutional partners, donors, and media.

Competencies:

- Analytical – the individual synthesizes complex or diverse information.
- Problem Solving – the individual identifies and resolves problems in a timely manner and gathers and analyzes information skillfully and anticipates and prevents potential problems through reflective and proactive planning.
- Oral and Written Communication – the individual speaks and writes clearly and persuasively in positive or negative situations, demonstrates group presentation skills and conducts productive meetings.
- Delegation – the individual delegates work assignments, gives authority to work independently, sets expectations and monitors delegated activities. Sets clear objectives and measures. Monitors process, progress and results. Designs feedback loops into work.
- Leadership – the individual inspires and motivates others to perform well and accepts feedback from others. Has a calm composure and is not easily defensive or irritated under stress or pressure. And, is a settling influence for the organization.
- Management Skills – the individual includes staff in planning, decision-making, facilitating and process improvement; makes self available to staff; provides regular performance feedback; and develops subordinates skills and encourages growth.

- Quality Management – the individual looks for ways to improve and promote quality and demonstrates accuracy and thoroughness.
- Judgment – the individual displays willingness to make decisions, exhibits sound and accurate judgment, and makes timely decisions. Makes good decisions based upon a mixture of analysis, wisdom, experience, common sense and judgment.
- Planning/Organizing – the individual prioritizes and plans work activities, uses time efficiently and develops realistic action plans.
- Safety and Security – the individual observes safety and security procedures and uses equipment, and materials properly.

Qualifications:

- Master’s Degree required; earned Doctorate preferred.
- Strong operational experience: ideally has worked in a senior leadership role for 10+ years in an organization with at least three years of experience in operational management.
- Demonstrated 5+ years of experience in financial planning and analysis with some experience overseeing human resources and information technology.
- Skills should reflect 5+ years of successful experience in organizational development, personnel management, budget and resource development, and strategic planning; demonstrated success developing and monitoring systems to manage operational work involving regular collaboration.
- Excellent people skills, with an ability to partner with a leadership team.
- Personal qualities of integrity, credibility, and commitment to the mission of GWH.
- Flexible and able to multi-task; can work within an ambiguous, fast-moving environment, while also driving toward clarity and solutions; demonstrated resourcefulness in setting priorities and guiding decisions involving both human capital and system structures.

Salary/Benefits:

Annual salary and benefit package as determined by the Board of Directors.

Benefits include health, dental, long-term disability, and life insurance, Maine State Retirement and 401K; Earned Paid Leave, and recognized holidays.

Interested applicants please submit a cover letter, updated resume, and a completed application using the "GWH Employment Application" which can be downloaded from our website at <https://www.gwh.org/careers-training/> to:

mail to Human Resources, PO Box 159, Hinckley, ME 04944.

Please reference “President/Executive Director” in the subject line or cover letter in your correspondence.

We are an equal opportunity employer.