

Division Director, Services for Older Adults (SOA)



“Everyone has a purpose in life. Ours is to help people find theirs”

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With aging comes the unforeseen—yet every adult deserves to age with dignity, purpose, and connection to community. Professional resources can be the key to that experience. [Services for Older Adults](#), (SOA) a division of Jewish Family & Children's Service (JF&CS) in Waltham, is a state-wide leader in advancing care for older adults, combining compassion and expertise. SOA helps older adults, and their families navigate life transitions and changing circumstances by promoting connection and social engagement, improving the ability to manage challenges posed by chronic illness, and in accessing resources that support aging in community.



The Division supports upwards of 3,000 people each year, through programs designed to improve quality of life and help address challenges associated with aging. JF&CS's work with older adults is distinguished by innovation, thought and practice leadership, and expertise with a broad range of aging issues, including Parkinson's disease, Alzheimer's disease and related dementias, and mental health and wellness. The staff includes more than 60 people--many with master's degrees in social work, counselling, or allied health degrees. SOA programs also connect with a wide range of

other services within JF&CS, addressing basic needs, mental health, disability supports and more.

Services for Older Adults hosts one of the largest [aging life care management practices](#) in Greater Boston, has responsibility for half of the state's [guardianship program](#) and includes specialty areas in [mental health and senior housing](#), [creative arts and chronic illness](#), and [spirituality and aging](#) resources. SOA's expert team and volunteers deliver a ranging from [Alzheimer's/Related Disorders](#) support to [Aging Well at Home](#) and [Suicide Prevention programs](#).

SOA partners closely with more than 30 organizations including the Executive Office of Elder Affairs, Massachusetts Council on Aging, AARP Public Policy Institute, Massachusetts Department of Public Health, Massachusetts Coalition for Suicide Prevention and is the state leader in Dementia Friends Massachusetts.

SOA was recently highlighted in the [WellesleyWeston Magazine](#) for the exceptional services they provide to thousands of people each year.

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"I was a wound care specialist nurse. I had a client who had a very bad leg wound. He had Parkinson's Disease. I would see him weekly to follow up on the progress of the wound and I became aware of his involvement as a client in the JF&CS Parkinson's Disease Support Groups. Then, my husband Vin was diagnosed with Parkinson's. How providential. We participated in the Parkinson's Dance classes because Vin and I loved to dance. I then became involved with the Care Partner Support Group for several years. My husband is such a highly intelligent man. He had three

masters and was finishing up a PhD when he decided to leave the priesthood. To see him now be so passive is very hard. In our group, there may not be answers, but there is the sense of support you can give to someone else who is living the life you are living. JF&CS has helped me live my life with a Parkinson's partner much fuller than I thought was possible. Because of JF&CS I feel that I can continue to go right on."

The Opportunity

JF&CS is seeking a **strategic, caring, and innovative leader** to manage the SOA Division in its next phase of growth and success. Reporting to CEO [Gail Schulman](#) and serving as a member of the agency's Executive Team, the new Director will have the opportunity to leverage and scale existing SOA strengths while sourcing new ones to increase revenue and program impact.

The SOA Division Director will guide the work of a 60-person team while managing a budget of approximately \$5 million. The role of the Division Director is multi-faceted, combining strategic vision, program development, staff management, fundraising, and operational and fiscal responsibility. The Division Director will provide overall leadership for current service delivery and will pursue new opportunities to expand our impact, effectiveness, and scale. They will work closely with funding agencies, with institutional and individual donors, and with the marketing team and community partners to build financial resources for the division. They will also oversee a team of staff who are committed to collaboration, innovation, and growth.

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The ideal candidate is an **inspirational leader** and an **excellent manager** of people, programs, and budgets. The incumbent will be a **thought leader** in the field of aging, including an understanding of the state-wide ecosystem as well as the needs of older adults and their families. Collaborative and highly communicative, the Director of SOA will bring **strong relationship** skills to develop staff, lead during times of change, collaborate both within and across organizations, and work closely with donors, funders, and partners. **Strong financial decision-making skills** are essential, ideally including experience with fundraising, government grants, and/or fee-based revenue.

The successful candidate will have 10+ years of related experience with at least 7+ years of leadership experience developing and managing programs and people.

Candidates of varied backgrounds, including social service management, policy-making, academia, public health and related fields are also encouraged to apply. A bachelor's degree is required, and a graduate degree in a related field is a plus.

The salary range for this position is \$110,000 - \$125,000.

About JF&CS

For more than 150 years, [Jewish Family & Children's Service of Boston](#) has been helping individuals and families build a strong foundation for resilience and well-being across the lifespan.

Through an integrated portfolio of more than 40 programs reaching people and communities of all faiths, races, and ages throughout Eastern and Central Massachusetts, JF&CS focuses on meeting the needs of new parents and their children, older adults and family caregivers, children and adults with disabilities, and people experiencing poverty, hunger, or domestic abuse.

The JF&CS "one door" model of service means that once an individual walks over the threshold, their needs are met in ways they expect and can't even imagine.



"... I reached out to JF&CS for Family Table groceries and financial assistance and support through JF&CS Schechter Holocaust Services. I can't even describe to you: it was such a big relief. They said 'Don't worry. We'll try to help you. It was like they gave me a second life' - Frima Iosilevich

More than 300 employees and 2,400 active volunteers serve more than 14,000 people each year throughout the region. JF&CS combines personalized, "high-touch" services with data-driven outcomes assessment to support continuous improvement.

Division Director, Services for Older Adults (SOA)

During the Pandemic, JF&CS leadership maximized their “one door” approach, leveraging expertise and service delivery across the agency to address huge increases in need. The agency developed new services, expanded their reach, and brought together related services to gain scale. Examples of this include JF&CS’s work in mental health services, information and referral services and basic needs.

JF&CS donors and volunteers have also stepped up to ensure that the community had the resources needed to live purposeful and meaningful lives. The [2021 Annual Report](#) shares the impact and outcomes of the devotion of staff, leadership, and volunteers.

Leadership



Gail Schulman joined JF&CS as CEO in January 2020. Her commitment to the agency runs deep, as she was previously a JF&CS volunteer and a client.

Much of Gail’s earlier career was in the high-tech sector, where she spent more than 20 years leading complex global businesses, serving as CEO and COO for businesses of 500+ staff and over \$200 million in revenue. Driven to more mission-oriented work, Gail left high tech in 2016 to become Chief Operating Officer of Gann Academy, Greater Boston’s independent Jewish High School. There she was responsible for all of Gann’s business functions, including finance, human resources, marketing, facilities, and operations, while also overseeing strategic initiatives at the school.

As a passionate volunteer leader, Gail has served as the board chair of Kesher Newton, led committees focused on youth and education at Temple Reyim, and served as fundraising and recruitment chair at Teen Voices. Gail graduated summa cum laude from Harvard University. She lives in Newton with her husband and is the proud mother of two college students.

Commitment to Diversity

JF&CS helps people of all faiths and races, reflecting our foundational values of social justice. We have long cultivated a stance of cultural humility and a commitment to diversity, equity, and inclusion. JF&CS acknowledges and respects the fundamental value and dignity of all individuals. We are committed to creating and maintaining an environment that is welcoming of all and celebrates the uniqueness of those we serve, staff, volunteers, donors, and business partners. JF&CS values diverse perspectives and aims to actively incorporate inclusive practices and cultural awareness into our work.

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Expressions of Interest

JF&CS has partnered with Boyden to lead this search. For more information about this opportunity or to submit a cover letter and resume, please email Tamar Copeland, Executive Search Consultant at tcopeland@boyden.com.