

WittKieffer is proud to announce an Executive Director search we have launched in partnership with NJ-based Spectrum360. As Bruce Ettinger retires after 40 years at the helm, Spectrum360 is seeking an inspiring leader to preserve the current values, operational and programmatic excellence, while doing more for a population deserving the utmost in care. With a budget approaching \$30M and nearly 400 employees, Spectrum360's programs are designed to provide options across a lifetime for individuals on the autism spectrum or with behavioral or related disabilities.

This is a unique opportunity to lead an organization recognized for over 50 years for its high quality services and outstanding performance, which has continually introduced programs and services that dramatically improve the lives of students, adolescents and adults. Five years ago, in response to the scarcity of programs for those post-21 autistic individuals, Spectrum360 launched an adult program (Independence360) that has become its fastest growing offering. Spectrum360 prides itself on addressing the whole person, not just the disability. The new Executive Director enters at an exciting time as the organization is embarking on several expansion programs, both construction and acquiring larger facilities.

This Executive Director will need to display the operating and financial skills necessary, paying special attention to how Federal (Medicaid) and State regulations/reimbursements/policies affect operations and options. She/he will demonstrate proven skills in fundraising, generating new revenue streams, identifying grant opportunities, finding partners or creating alliances that bring the valuable capital to the sustainability equation. This executive must continue to help Spectrum360 to move forward as one organization, transitioning from a school to a provider of services at all ages. Meeting the challenge of serving a changing, more severely disabled population in a demanding economic and regulatory environment will be essential.

The successful candidate should have fifteen plus (15+) years successfully managing a complex, multi-site nonprofit or human service delivery organization. Managerial and leadership experience with Special Education Student/Adult Services would be highly preferred. Knowledge and compassion for the issues faced by children and adults with autism, emotional, behavioral and related disabilities is greatly valued. This individual should have clear evidence leading efficient, lean and accountable operations. Outstanding financial leadership skills, managing a complex budget with multiple locations and lines of business are expected. This Executive Director must be an exceptional communicator and presenter, with equally strong written skills.

All discussions about this search will be handled in strict confidence. A full Leadership Profile detailing the opportunity can be found at www.wittkieffer.com. Please direct all inquiries, nominations or resumes to Julie Rosen and John Fazekas, the WittKieffer consultants leading this assignment at: Spectrum360-ED@wittkieffer.com.