

EXECUTIVE DIRECTOR OPENING

Application Deadline: November 30, 2025

The Collaborative for Educational Services (CES) is a public nonprofit, 501(3)c educational service agency. Since 1974, CES has worked with children, youth, adult learners, families, schools, districts, educators, community members and organizations to improve outcomes for students. We are governed by representatives from our 37 member school districts in Hampshire and Franklin Counties in Massachusetts.

CES works with all learners locally and throughout the Commonwealth to foster educational opportunities both in and out of the classroom. CES partners with its members, as well as other local school districts, schools and charter schools to help them assess their instructional programs and create new ways to improve instruction, student learning and achievement. Two of the major contracts CES administers across the Commonwealth include the Department of Youth Services (DYS) and Special Education in Institutional Settings (SEIS). CES provides a wide range of grant-funded and contracted services to communities around the Commonwealth, including our partner school districts, schools, and communities. These services include direct support for children and youth, particularly those at risk, professional development and training for educators, consulting in areas such as research and evaluation, public and community health, belonging and equity, and youth mental health. Our efforts support instructional improvement, student learning, and broader organizational effectiveness. For additional information, please visit our website at www.collaborative.org.

THE MISSION of the Collaborative for Educational Services is to develop and foster lifelong learning and to provide opportunities for wellbeing for all of the communities we work with, through collaboration and leadership.

WE ENVISION a society with equitable communities, led by the people within them. We envision a learning system within and deeply connected to those communities, which centers the histories and cultural identities of Black, Indigenous, People of color, and other marginalized groups, and supports all children and young people to discover their gifts and move boldly towards their futures.

6,000+

STUDENTS AND FAMILIES
SERVED LOCALLY AND
ACROSS THE STATE



37

MEMBER DISTRICTS
IN HAMPSHIRE AND
FRANKLIN COUNTY

5,600+

K-12 EDUCATORS RECEIVE PROFESSIONAL
DEVELOPMENT, COACHING, AND TECHNICAL ASSISTANCE



600+
STAFF MEMBERS

\$40 MILLION

ANNUAL BUDGET



THE EXECUTIVE DIRECTOR provides visionary leadership and strategic oversight for the overall administration of CES. This role ensures the organization's fiscal stability, program excellence, and equity-driven innovation. In alignment with our mission and values, the Executive Director leads the development and implementation of high-quality educational and public health initiatives intended to support the well-being of local communities in our region. The Executive Director works to pursue and nurture relationships with a wide range of stakeholders, including public elected and appointed officials, state education leaders, member and non-member superintendents, public and private funders and donors, and community leaders from diverse backgrounds and communities. They are committed to expanding and stewarding organizational resources through a thoughtful and transparent budget planning and allocation process.

The Executive Director fosters a positive, inclusive, and equitable work environment by building strong, collaborative relationships with staff across the organization through transparent and solutions-oriented engagement. They also serve as a visible and engaged leader statewide, representing CES in key policy conversations and advancing the agency's mission through strategic partnerships with educational and governmental stakeholders. This role is also responsible for positioning CES as both a state-contract provider and an innovative nonprofit, generating critical revenue and thought leadership across the Commonwealth.

Characteristics and Qualifications

- Ability to develop, maintain, and strengthen relationships with all CES stakeholders
- Experience in financial leadership and fiscal oversight
- 5 years of successful educational or non-profit leadership experience at multiple levels
- Advanced degree and certification in leadership/organizational management preferred
- Entrepreneurial skills and an ability to identify possibilities, leverage collaborations, and see opportunities for building a visionary future with and for all community members.
- Knowledge and experience in the legislative process
- Excellent communication skills, including active listening and an approach that leads with curiosity
- Ability to anticipate needs of school districts served
- Commitment to diversity and social justice
- Commitment to serving **ALL** children
- Experience in collective bargaining
- Working knowledge of the role of Collaboratives in MA
- Knowledge of education laws in Massachusetts
- Proven ability to nurture strategic relationships and strengthen funding sources for long-term sustainability
- Demonstrated grant management experience
- Knowledge of special education rules and regulations
- Strong customer service skills

Timeline for Search

Vacancy Announced:
October 26, 2025

Application Deadline:
November 30, 2025

Round 1 Interviews:
January 7 – 8, 2026

Round 2 Interviews:
January 14 or 15, 2026

Selection Announcement:
January or February, 2026

Additional Information

- Reporting date is negotiable
- \$150 - \$210k total compensation range

Submission

Application Materials Required:

- Letter of intent
- Current Resume
- One page summary of the importance of Educational Collaboratives in Massachusetts
- Copy of all related certifications
- College transcripts
- 5 professional references
- Complete an online application at: bit.ly/4odUVTv

Submit materials electronically by November 30, 2025 to:

John Bass, AESA Search Consultant
jbass@aesa.us

Questions? Email John Bass.



CES is an equal opportunity employer offering competitive salary and benefits, and is particularly interested in candidates from a diverse range of cultural, ethnic, and racial backgrounds. We are especially interested in candidates whose backgrounds are well-suited to understanding and addressing the needs of the diverse student population we serve.