

**Position Profile:**

**Chief Executive Officer**

**Buena Park, California**

**Overview**

Linden Oaks is a nonprofit organization serving more than 200 individuals with exceptional needs annually, through a variety of service lines. The clients served include children from 18 months of age, to senior citizens. Established in 1955, Linden Oaks takes pride in its recognition as a leader in special needs services and in its innovative approach to therapeutic programs—with a history spanning 70 years.

Linden Oaks was founded in 1955 by two speech therapists, Dr. Aleen Agranowitz and Gladys Gleason These women. were visionaries who saw a lack of services for individuals with special needs. They responded to this need by opening the door of their homes to children in their community. With a steadfast belief that they would do whatever it takes to unlock an individual’s maximum potential, they were committed to an eclectic approach to therapy and a relentless dedication to an interdisciplinary approach to creating a holistic program for each individual they served. Linden Oaks believes that all individuals have a right to live, learn, work and play in their communities

From those humble beginnings, Linden Oaks became a multiservice organization serving hundreds of individuals each year through its non-public school, clinical services, and adult day programs in Southern California. Educational services provided by Linden Oaks support students from some 50 school districts within Los Angeles, Orange, and Riverside counties. In addition, Linden Oaks offers therapy services inclusive of speech, occupational, physical therapy, counseling and behavior analysis to individuals in the community; services which are funded through its three local regional centers and select medical insurance providers. An adult day program now serves individuals 22-45-years of age through a mix of private and regional center funding.

**Mission, Values, and Vision**

* ***Mission****:* Provide specialized services to individuals with disabilities to lead active, independent and meaningful lives.
* ***Values****:*
	+ A compassionate and caring culture
	+ A committed workforce and inclusive culture
	+ An innovative, optimistic culture which acts with integrity
* ***Vision****:*  We envision a time when all individuals with developmental disabilities receive the resources needed to live active, independent and meaningful lives.

For a more comprehensive look at Linden Oaks programs and services, and the values and philosophies upon which the organization operates, please see <https://sldc.net/>

**About the Position**

Linden Oaks is seeking a dynamic and strategic leader to serve as its next CEO, guiding the organization through an important period of transition and growth. With a 70-year legacy of providing specialized education and support for children and young adults with complex learning and developmental needs, Linden Oaks is well-positioned to build on its strong institutional foundation. The CEO will be responsible for strengthening leadership-staff relationships, launching new Applied Behavioral Analysis (ABA) and Intensive Outpatient Program (IOP) services, and driving financial sustainability through diversified revenue streams. This role presents a unique opportunity to shape the future of Linden Oaks, ensuring its continued impact and long-term success in serving students and families across Southern California.

**Key Priorities**

The new leader should initially spend time listening and learning, understanding the organization’s internal dynamics and needs, and building relationships and trust with the staff, board, and community partners, as they better understand the organization’s strengths, challenges, and opportunities. Building upon these foundational relationships, the new CEO will need to address the following key priorities in their first 18-24 months:

* **Define and communicate a clear, inspiring vision** that unites leadership, staff, board members, and external stakeholders around the future of Linden Oaks. By setting strategic priorities that balance mission and financial sustainability, fostering board alignment, and engaging staff and families, the organization will move forward with confidence and purpose, ensuring long-term impact and growth.
* **Strengthen leadership-staff relationships** by fostering open communication, collaboration, and trust during a time of organizational growth and change.
	+ **Create regular and effective communication** pathways all the way from board members to front-line staff
	+ **Promote inclusivity, dialogue, and discussion** from all stakeholders
	+ **Set a clear vision** for all members of the organization that the team can aspire to achieve
* **Cultivate a positive and productive labor environment**
	+ This includes collaborating throughout the collective bargaining process
	+ Working to establish inclusive, safe, and cost-effective staffing structures
	+ Defining a process for staff and team members to give input and to improve daily operating procedures and efficiencies
* **Enhance financial sustainability by growing existing programs and improving operational efficiency**. The CEO will lead efforts to enhance revenue streams through public school contracts, commercial insurance, grants, partnerships, and other funding opportunities.
* **Launch Applied Behavioral Analysis (ABA) and Intensive Outpatient Therapy (IOP) services**, strengthening Linden Oaks’ long-term sustainability and broadening its impact. With a focus on strategic execution and operational efficiency, the CEO will drive the rollout of these initiatives.

**Essential Qualifications, Skills and Attributes**

* At least five years of executive level experience and success leading a complex nonprofit organization and fostering high-performing teams, preferably at a similar nonprofit organization
* A college degree in a relevant field such as nonprofit management, education, psychology, or business management is required. Advanced degree preferred
* Ability to execute and implement strategic priorities effectively
* Strong emotional intelligence and ability to engage staff and build trust
* Business & financial acumen: Experience managing budgets, contracts, and nonprofit financial sustainability
* Understanding of collective bargaining and workforce engagement preferred but not required
* Ability to build external partnerships, secure grants, and advocate for policy changes
* Track record of successfully rolling out new service lines and managing change
* Background in education, special needs, mental health, or human services preferred

**Compensation**

 $275,000- 310,000 depending on experience, with incentive packages available. Benefits include medical insurance coverage, dental insurance, fully paid $200,000 life insurance policy, 401K with match. Three weeks PTO, 11 federal holidays, closed the week between Christmas and New Years, 10 sick days.

**Application Process**

Linden Oaks has retained Glick Davis & Associates, LLC to facilitate this search on their behalf. **To apply, interested candidates should e-mail their cover letter and resume as a single pdf file to:** lindenoaks@glickdavis.com

The position is open until filled.

**Inclusiveness**

Linden Oaks is an Equal Employment Opportunity (EEO) employer and values diversity and its role in building a more inclusive culture and ultimately a more capable organization. Linden Oaks embraces diversity and equal opportunity. We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. The more inclusive we are, the better our work will be.