



**Are you a visionary leader with a passion for transforming lives through accessible, high-quality behavioral health care? Would you like to lead a diversity driven, mission-minded team that impacts our community?** If so, we have an exciting opportunity for you to work as a **Chief Executive Officer**.

### **What You Will Be Doing**

The **Chief Executive Officer (CEO)** will provide visionary leadership and strategic direction for our community mental health organization, ensuring the delivery of high-quality, accessible mental health services to underserved populations. This executive leader will be responsible for advancing our mission, fostering a culture of compassion and clinical excellence, and ensuring long-term sustainability through effective operational management, fiscal responsibility, and community partnerships. The CEO is the public face of the organization, building strong relationships with community stakeholders, healthcare providers, government agencies, legislators, and advocacy organizations. Develops and partners with the Board of Directors to ensure effective governance and strategic oversight. Candidates must demonstrate an understanding of and a strong commitment to our company's core values of Diversity, Equity, Inclusion, and Belonging (DEIB), and be able to actively contribute to fostering an inclusive and respectful workplace. **\*\*Please apply by November 30, 2025\*\***

### **What We Require**

- A Master's degree in a field of management relevant to the administration of a Community Mental Health program (community mental health administration, hospital administration, public administration, business administration, public health) and/or a physician, psychologist, social worker, registered nurse or other human services professional with a Masters.
- Minimum of 10 years of administrative experience working in a mental health setting with 5 years in leadership and supervisory roles.
- Lived experiences with behavioral health issues are desired.
- Knowledge of Federal, State, and local regulations.
- Thorough working knowledge of the Michigan Mental Health Code.
- Understanding of community mental health systems, funding mechanisms (Medicaid, Medicare, grants), and regulatory requirements.
- Demonstrated strong communication, interpersonal, and public speaking skills.
- Strong organizational skills and ability to manage multiple projects simultaneously.
- Experience in executive management, including financial oversight and strategic planning.
- Experience in managing complex financial operations, including budget development and oversight, and accounting for diverse revenue streams.
- Demonstrated experience serving diverse, underserved, and vulnerable populations strongly preferred.
- Proficiency with Microsoft Office Suite, electronic health records systems, and/or data management platforms.
- Doctoral degree or clinical licensure preferred.
- Required licenses are: Valid Michigan Driver's license, or ability to obtain.

## Why Work For ISK

Because we **make a difference** in the lives of the individuals we serve in the Kalamazoo community every day. You will have the opportunity to work with an **amazing board and staff** in an environment that **values diversity, inclusion, work/life balance** and encourages ongoing education for professional development.

We also offer a competitive compensation and benefits package, with some of the **best retirement plans** in southwest Michigan. You will also enjoy **12 paid holidays, 34 days of PTO** and the opportunity to earn additional PTO hours for participating in our wellness program! Kalamazoo is the home of the Kalamazoo Promise!

## Who We Are

Integrated Services of Kalamazoo (ISK) has been delivering quality services and programs to improve the lives of those we serve for over 30 years. ISK works with youth, families, and adults with mental illnesses, intellectual and developmental disabilities, and substance use disorders to help them succeed. We provide welcoming and diverse community partnerships which collaborate and share resources to support individuals and families to be successful and achieve their goals in a trauma-informed environment.

**Come Join Us! Apply online at [www.iskzoo.org/careers](http://www.iskzoo.org/careers)**

**Individuals of diverse racial, ethnic, and cultural backgrounds along with bilingual candidates are invited to apply.** ISK is an equal opportunity employer that encourages diversity and inclusion among its workforce. ISK fomenta la diversidad y la inclusión.

## Physical Requirements / Working Conditions:

Must be able to perform essential job functions with or without reasonable accommodations, including, but not limited to, visual and/or audiological appliances and devices to increase mobility.

Physical Efforts – Job demands include prolonged sitting and standing. Requires light lifting up to 25 pounds, stooping, kneeling, crouching, or bending. Requires coordination of hands and/or eye/hand/foot and ability to hear and communicate verbally.

Working Conditions – In office environment with noise from computers, copy machine, and telephones. Use of computer for periods in excess of 30 minutes at a time. May be exposed to bloodborne pathogens, infectious diseases, and parasites. May encounter community environments that include homes, schools, courts, and other community settings that may or may not be barrier-free. Travel throughout the Kalamazoo area may be required.

*Due to the nature of the position and our commitment to providing high-quality, continuous care to our clients, a regular on-site presence is essential. This not only ensures seamless coordination among our team but also enables direct supervision and real-time support for staff members. Being physically present allows for immediate oversight of daily operations, problem-solving, and guidance that ensures organizational standards are met consistently. This on-site leadership helps maintain operational efficiency, fosters accountability and trust among staff, and supports the continuity and quality of services that our clients rely on.*