



Amplify, Inc. (CT) Seeks Executive Director

Amplify, Inc. seeks a highly relational leader, coalition builder, and legislative advocate with a demonstrated commitment to mental health and substance misuse prevention.

Amplify is a unique catalyst, leading and uniting community leaders, residents, and partners in North Central Connecticut with the behavioral health resources and prevention strategies they need the most. We bring together a wide range of voices to work toward a single-minded goal: build the most effective and responsive system of behavioral health promotion and support services that will improve the lives of all.

ORGANIZATIONAL OVERVIEW

Amplify, Inc. is the Regional Behavioral Health Action Organization (RBHAO) for North Central Connecticut charged by the Department of Mental Health and Addiction Services to act as their strategic community partner working across the behavioral health continuum. Behavioral health encompasses mental health, suicide, substance misuse and problem gambling. Amplify was formed in 2019 as the result of the merger of East of the River Action for Substance Abuse Elimination (ERASE) and North Central Regional Mental Health Board (NCRMHB), two long-standing organizations in the region. The organization has an annual operating budget of \$1.1 million.

Amplify, Inc.'s mission is to strengthen the ability of our region to assess needs, develop plans, and advocate for strategies and resources to advance healthy and inclusive services.

The organization works across the lifespan, from youth to older adults, with a focus on enhancing prevention, treatment, and recovery supports for the mental health and addiction needs of individuals and communities in our 37-town region. Clusters of these towns form six Catchment Areas that receive behavioral health services as a unit. Thirty-four Local Prevention Councils work at the grassroots level to raise awareness of substance misuse prevention and early intervention services.

Amplify's work engages a wide range of coalitions, service providers, town officials, and community stakeholders including municipal appointees, elected officials, parents, youth, faith-based organizations, law enforcement, persons or family members with lived experience of behavioral health challenges, healthcare and treatment providers, businesses, youth-serving organizations, civic or fraternal groups, education, media, and interested others.

While Amplify’s work is regional, its influence can be felt statewide as it works to ensure that supports for recovery from mental health and addiction challenges are accessible to all persons and that barriers to recovery are addressed. By raising awareness and providing advocacy, the organization seeks to amplify the voice of consumers of behavioral health services (individuals in recovery, family members, and concerned citizens) and the impact of community efforts to address behavioral health needs.

KEY PROGRAMS

- **Catchment Area Councils (CACs)**: North Central CT has six catchment areas or groups of towns that receive behavioral health services as a unit. Amplify facilitates six CACs comprised of residents living with behavioral health challenges, family members, concerned citizens and behavioral health providers. Each council reviews and evaluates local behavioral health services, identifies gaps based on local needs, and recommends changes to serve the region.
- **Local Prevention Councils**: Diverse groups of committed volunteers work at the grassroots level through 34 Local Prevention Councils, raising awareness of substance misuse and developing and implementing prevention activities. With grants funded by the CT Department of Mental Health and Addiction Services (DMHAS), Amplify offers guidance, resources, and encouragement as each council works to create positive local change.
- **The Greater Hartford Ryan White Part A Planning Council**: This council brings together funders, healthcare providers, and those with HIV/AIDS to help the HIV/AIDS community improve their health and quality of life. Serving Hartford, Tolland, and Middlesex counties and supported by Amplify, the council reviews data and conducts research and assessments to identify gaps in care and recommend how to best allocate federal Ryan White grant funds.
- **Regional Suicide Advisory Board**: Amplify coordinates the work of the board, which provides the local infrastructure to build capacity and awareness of suicide prevention activities, as outlined by the CT Suicide Advisory Board and State Plan. Activities include training to recognize warning signs of a suicide crisis, intervention and postvention best practices, and grief support resources.
- **Way to Go Connecticut**: Amplify established Way to Go Connecticut to match older adults, people with disabilities, and veterans with suitable ADA transportation. Residents can search Greater Hartford by town, use an interactive travel map, or get help via a call center. Amplify’s Mobility Manager partners with individuals and communities to identify transportation barriers and solutions.
- **Gambling Awareness**: Amplify provides leadership for a team of consumers and professionals to raise awareness about problem gambling and connect them with resources that can help. With funding from the Department of Mental Health and Addiction Services Problem Gambling Unit, Amplify Ambassadors lead training workshops for organizations, tailored to meet their unique needs, including:
 - The Congregation/Community Assistance (CAP) Program, which is specifically designed for faith communities and civic groups.
 - The Asian American Pacific Islander Ambassadors (AAPIA) Program, where Asian Ambassadors hold community conversations designed specifically for Asian Americans and for other minority groups.
 - The PAWs Program, in which teens are helping each other notice the warning signs of gambling and learn that it isn’t just a risk-free game.

- **Program Advisory Council:** The Program Advisory Council offers insight, experience and technical guidance to assess the value and benefit of Amplify efforts. In monthly meetings, the council addresses topics like identifying critical prevention priorities, assessing community readiness to embrace prevention actions, and understanding the relevance of available services to those needing support. Members also guide the annual Priority Needs Assessment, conduct qualitative research, and review behavioral health services in the region.



KEY RESPONSIBILITIES OF THE EXECUTIVE DIRECTOR

Community Engagement and Leadership

- Provide staffing, information and support to Catchment Area Councils (CAC) and Local Prevention Councils. Recruit and engage volunteers to join CACs.
- Cultivate effective partnerships and coalitions with community organizations and leaders, town officials, policymakers, funders, and donors to further organizational goals.
- Cultivate effective partnerships with people in recovery and their families to ensure their voice is heard and carries influence in the organization’s efforts for system improvement and community education.

Legislative Advocacy and External Relations

- Lead Amplify’s advocacy for state laws, policies, and funding to support the behavioral health sector and the organization’s activities and mission.
- Maintain and foster relationships with a broad spectrum of legislators, policymakers, and leaders within DMHAS and other state agencies.
- Serve as a “go-to expert” for state and local officials in behavioral health and community engagement.
- Act as the key spokesperson for the organization, communicating and promoting its presence, interests, and credibility in the community.

Team Supervision and Leadership

- Cultivate and support strong staff performance and growth, with a focus on developing the staff of 5 full-time and part-time employees and providing ongoing feedback and coaching.
- Cultivate a positive and coherent team culture, emphasizing collaboration, shared goals and employee engagement.
- Demonstrate a commitment to individual and organizational learning and improvement.

- Recruit and hire staff with a focus on equity, diversity and community representation. Ensure equitable human resource practices are in place.

Organizational Strategy and Management

- Lead strategic and organizational planning, including strategic and annual business plans and creation of new programs that support the organization's mission and vision.
- Manage all Amplify programs, including needs assessment, review and evaluation, community education and public awareness.
- Ensure internal systems, physical space, and infrastructure are sufficient and appropriate for the organization's current and future operations.

Fiscal Management and Resource Development:

- Carry out organizational financial planning and budget development.
- Ensure clear and accurate accounting and financial reporting to allow the Board to monitor finances and make informed financial decisions.
- Identify and implement revenue-generating and cost-saving activities that support the mission and vision of Amplify while maintaining its fiscal health and diversifying its revenue sources.

Board Support

- Support the Board in its role in governing the organization, including developing policies and systems that promote the efficiency and effectiveness of the organization.
- Support the recruitment, cultivation and onboarding of new Board members.

Centering Diversity, Equity and Inclusion (DEI) Efforts

- Demonstrate leadership for Amplify's efforts to center DEI, both in the organization's work in the community and its internal operations.

IDEAL CANDIDATE PROFILE

Desired Skills and Experience

- *5+ years of experience in a strategic leadership role* in the behavioral health sector that includes experience in administration, planning, and nonprofit financial management.
- *Graduate degree* in a related field (e.g., social work, psychology, public health, public administration) or significant equivalent work experience.
- *Broad and deep knowledge of the behavioral health and addiction fields.* Working knowledge of the sector in Connecticut.
- Demonstrated track record in *advocacy, lobbying, and engaging with state agencies and funders.* Able to navigate relevant government agencies, coalitions and partnerships.
- Proven ability to *build relationships* with elected officials and donors, and *build coalitions* with community leaders, partners and members. Can *embrace diverse populations*, including those with serious behavioral health and/or addiction issues.
- Strong track record of *leading, supervising and developing* staff. *Experience building cohesive and empowered teams.*
- Ability to *manage a complex portfolio* of projects and priorities and manage multiple timelines.
- Experience in *grant writing, research, and/or program evaluation.*
- Very strong *oral and written communication* skills.

Personal Attributes and Leadership Style

- *A relationship builder and convener* who listens deeply and thrives on bringing together diverse groups (e.g., elected officials, community leaders, community members) to work together on common goals and support the organization's activities.
- *A strong communicator who is persuasive and compelling*, both in formal legislative advocacy and in engagement with a broad range of constituents and partners. Able to motivate others and garner respect.
- *Passionate about the behavioral health sector and the community* and about centering community "voice" in the organization. Embraces diverse community populations with a variety of behavioral health and addiction issues.
- *A compelling and aspirational team leader* who listens and learns, supports and develops staff, and builds a strong and cohesive team culture. Leads with a participatory management style that encourages staff empowerment and accountability.
- *A strong people leader* who creates accountability and engages in active, ongoing coaching and performance management.
- *A skilled and well-organized administrator* who manages a challenging individual agenda and an organization supporting a wide array of activities and initiatives.
- *Results-oriented*, focused on evaluating the impact and effectiveness of the organization's work.
- *Innovative*, with a bias to seek new opportunities for both programming and funding.
- *Committed to equity* and to centering the organization's efforts and internal operations around diversity, equity and inclusion.

COMPENSATION AND BENEFITS

The salary range for this position is \$85,000 - \$95,000 and salary offers will be commensurate with experience. The benefits package includes paid time off, health insurance, and a pension plan.

COMMITMENT TO EQUITY

Amplify, Inc. is an Affirmative Action / Equal Opportunity Employer and actively seeks a diverse pool of applicants. Amplify is committed to providing opportunities for all employees and applicants. Amplify does not discriminate on the basis of race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, parental status, veteran status, or any other protected status under local, state, or federal laws.

TO APPLY OR REFER CANDIDATES

This search is being conducted by Fio Partners, LLC, a consulting firm in Connecticut serving the nonprofit and public sectors. Referral to potential candidates and other inquiries should be directed to ExecSearch@FioPartners.com.

Format and deadline: Please email your cover letter, resume, and writing sample to Laura Post at ExecSearch@FioPartners.com. All submissions will be acknowledged and are confidential. **Applications are due by 9:00 am EDT on Monday, June 14, 2021.**

Required Components of your Submitted Application:

*To be considered, you must email **ALL** of the documents below by the June 14 deadline.*

1. **A Cover Letter (one-page maximum) that includes:**
 - How your background and skills align with the position requirements.
 - Your reason for interest in the role and what distinguishes you as a candidate.
 - Any brief thoughts on the behavioral health landscape in Connecticut.
2. **Your resume or CV**
3. **A relevant work-related writing sample**