

Division Director, Center for Early Relationship Support (CERS)



*"Everyone has a purpose in life Ours is to help people find theirs."*

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Since 1989, the [Center for Early Relationship Support \(CERS\)](#) has been promoting the earliest parent-child relationships by supporting parents as they manage the challenges of caring for their baby. The birth of a new baby is often a time of joy and excitement. **Yet this is a huge** transition that can also bring worry, exhaustion, anxiety, **and** stress. CERS programs help more than 1,000 families each year, including families impacted by trauma, post-partum depression, substance use and economic insecurity.

"When I was about to start with Visiting Moms, I had a lot of stressors in my life. My husband had suffered a traumatic brain injury, and I was a new parent



with a young baby, and not much family immediately close by to help out. I also had lost my own mom. It was a unique thing that the program offered somebody to come right to my house every week and spend an hour being really present with me and my son. I think as parents, the more we're getting our own needs met, the more available we can be for the kids.

-- Angela Borges

JF&CS  
Joseph Family & Children's Services

CERS is a leader in the field of parent-infant mental health, offering a range of programs to support parents in developing relationships with infants, toddlers, and pre-schoolers. These include [home visiting programs](#), [support groups](#), perinatal psychotherapy, and case management, as well as training and consultation to both parents and professionals CERS families are also connected with a wide range of other services within JF&CS, supporting [basic needs](#), survivors of [domestic violence](#), mental health, and more.



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CERS home and community-based services:

- Help parents build responsive relationships with their child
- Reduce sources of stress in the family
- Strengthen core life skills that help individuals plan, regulate emotions, and develop greater self-awareness



CERS clinicians provide services for parents facing specific challenges including [trauma](#), immigration, [substance use disorder](#) and [premature birth](#) – in addition to the lonely difficulties of pandemic parenting.

Alongside services for families, CERS uses experience and expertise to provide training, consultation, and professional development for those working in infant and maternal mental health. CERS partners closely with more than 30 organizations including the Department of Mental Health, Department of Youth and Families, Horizons for Homeless Children, Dimock Child and Family Services, Epiphany Early Learning Center, Waltham Family School, Center on the Developing Child, One Family, and EMPath.

### The Opportunity

JF&CS is seeking a **strategic, caring, and innovative leader** to manage the Center for Early Relationship Support in its next phase of growth and impact. Reporting to CEO Gail Schulman and serving as a member of the agency's Executive Team, the new Director will have the opportunity to leverage and scale existing CERS strengths while sourcing new ones to increase impact.

The Division Director will guide the work of a 55-person team while managing a budget of approximately \$4million. The role of the Division Director is multi-faceted, combining strategic vision, program development, staff management, fundraising, and operational and fiscal responsibility. The Division Director will provide overall leadership for current service delivery and will pursue new opportunities to expand impact and effectiveness. They will work closely with funding agencies and community partners, with institutional and individual donors, and with our volunteers, to build financial resources for the division. They will also oversee a team of staff who are committed to collaboration, reflective practice, and growth.



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The incumbent is an **inspirational leader** and an **excellent manager** of people, programs, and budgets. In addition to a strong **focus on relationships** and **high emotional intelligence**, the Director of CERS will have **strong financial acumen**, with skill in honing financial models and experience in applying for and managing grants. We are seeking candidates with **experience in early relationships** and mental health promotion practices, and in overseeing a skilled and committed staff of social work and human services staff. We also value **strong communication skills** to develop staff, lead during times of change, collaborate both within and across organizations, and work closely with donors, funders, and volunteers. Strong financial decision-making skills are essential, ideally including experience with philanthropy, government grants, and/or fee-based revenue.

The successful candidate will have 10+ years of related experience with at least 7+ years of leadership experience developing and managing programs and people. We are open to candidates of varied backgrounds, including clinical work, policy-making, academia, public health and early childhood education, as well as other social service management roles. A bachelor's degree is required and a graduate degree in social work, psychology or human services management is preferred.

The salary range for this position is \$110,000 - \$125,000.

### About JF&CS

For more than 150 years, [Jewish Family & Children's Service of Boston](#) has been helping individuals and families build a strong foundation for resilience and well-being across the lifespan.

Through an integrated portfolio of more than 40 programs reaching people and communities of all faiths, races, and ages throughout Eastern and Central Massachusetts, JF&CS focuses on meeting the needs of new parents and their children, older adults and family caregivers, children and adults with disabilities, and people experiencing poverty, hunger, or domestic abuse.



The JF&CS “one door” model of service means that once an individual walks over the threshold, their needs are met in ways they expect and cannot even imagine.

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More than 300 employees and 2,400 active volunteers serve more than 14,000 people each year throughout the region. JF&CS combines personalized, “high-touch” services with data-driven outcomes assessment to support continuous improvement.

During the Pandemic, JF&CS leadership explored opportunities to maximize their “one door” approach, leveraging expertise and service delivery across the agency. The agency has brought together related services to gain scale, increase focus, and provide more comprehensive services and greater innovation to clients and the community. The agency has also engaged staff doing similar work, building collaboration, promoting learning, increasing efficiency, and providing career opportunities. Examples of this include mental health services, information and referral services and basic needs.

Over the past year, JF&CS donors and volunteers stepped up to ensure that the community had the resources needed to live purposeful and meaningful lives. Services were expanded and new programs were initiated, and the organization responsibly and nimbly sought opportunities to maximize impact. The [2021 Annual Report](#) shares the impact and outcomes of the devotion of staff, leadership and volunteers.

### Leadership



Gail Schulman joined JF&CS as CEO in January 2020. Her commitment to the agency runs deep, as she was previously a JF&CS volunteer and a client.

Much of Gail’s earlier career was in the high-tech sector, where she spent more than 20 years leading complex global businesses, serving as CEO and COO for businesses of 500+ staff and over \$200 million in revenue. Driven to more mission-oriented work, Gail left high tech in 2016 to become Chief Operating Officer of Gann Academy, Greater Boston’s independent Jewish High School. There she was responsible for all of Gann's business functions, including finance, human resources, marketing, facilities, and operations, while also overseeing strategic initiatives at the school.

As a passionate volunteer leader, Gail has served as the board chair of Kesher Newton, led committees focused on youth and education at Temple Reyim, and served as fundraising and recruitment chair at Teen Voices. Gail graduated summa cum laude from Harvard

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## Division Director, Center for Early Relationship Support (CERS)

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University. She lives in Newton with her husband and is the proud mother of two college students.

### **Commitment to Diversity**

JF&CS helps people of all faiths and races, reflecting our foundational values of social justice. We have long cultivated a stance of cultural humility and a commitment to diversity, equity, and inclusion. JF&CS acknowledges and respects the fundamental value and dignity of all individuals. We are committed to creating and maintaining an environment that is welcoming of all and celebrates the uniqueness of those we serve, staff, volunteers, donors, and business partners. JF&CS values diverse perspectives and aims to actively incorporate inclusive practices and cultural awareness into our work.

### **Expressions of Interest**

JF&CS has partnered with Boyden to lead this search. For more information about this opportunity or to submit a cover letter and resume, please email Wendy Wilsker, Managing Partner at [wwilsker@boyden.com](mailto:wwilsker@boyden.com).