



***Mental Health Matchmakers is recruiting for an Executive Director for an adolescent girls residential treatment center in Cedar City, UT.***

This is your chance to become invested in a mission and purpose bigger than yourself, work with devoted team members, act as the steward of an established and successful organization, and be rewarded financially. You'll have the opportunity to directly shape the lives of young women facing trauma, influence systemic change in the industry, and leave a legacy of transformative care.

**The Perks:**

The Executive Director will be a unique and talented individual. The program intends to design a compensation package custom-built for their unique needs. Within a predetermined overall budget, they're able to look at a variety of compensation factors, including:

- Base Salary (\$150K - \$200K DOE)
- Performance Bonus 5% of new profits (above and beyond existing profitability levels)
- Insurance Benefits (Health / Life / AD&D / Dental / Vision)
- Tax Advantaged Accounts (HSA)
- PTO
- Sign-on Bonus/Relocation Assistance
- Student Loan Reimbursement
- EAP

**What you'll do:**

The Executive Director will serve as the strategic and operational leader of the program, overseeing all key areas of the organization, including:

- Clinical
- Academics
- Program
- Medical
- Human Resources
- Licensing
- Financial Success

This role requires a strong on-site presence, with the flexibility to be available after hours, as the needs of the program demand. Expect an exciting role where every day is unique. The schedule will likely include 15-25 hours in meetings and 1:1s each week. The rest of the time is typically

highly variable, and will include hiring/firing/talent activities, taking care of parent and student concerns, “rounding” the program, meeting with licensing, marketing activities, and frequent after hours phone calls and support.

**What Does Success Look Like:**

- eNPS & tNPS in healthy ranges
- Enrollment Levels at 90%+ of capacity
- Profitability Growth
- Program Completion Rates >80%
- Teams staffed and trained

**Key Objectives in Year 1:**

- Build abiding trust with core leadership team (Q1)
- Bring consistency to client experience across shifts (residential)
- Grow sustained census levels by 30%

**To be considered you must meet the following:**

- Proven leadership experience in behavioral healthcare, or similar VUCA (volatile, uncertain, chaotic, ambiguous) environments.
- A track record of longevity and growth in career history.
- A track record of success in managing teams, budgets, and organizational growth.
- Exemplification of profile attributes.
- A minimum of a bachelor's degree, masters strongly preferred.