



Technical Assistance Collaborative Seeks Chief Executive Officer

About Technical Assistance Collaborative

For more than three decades, the [Technical Assistance Collaborative \(TAC\)](#) has partnered with federal, state, and local agencies, foundations, advocates, and service providers to strengthen the systems that support some of the nation's most vulnerable populations. Founded in 1992 and based in Boston, TAC is a nationally respected nonprofit consulting organization dedicated to advancing policies and practices that empower people to live healthy, independent lives in the communities of their choice. Through its work across homelessness, affordable housing, behavioral health, health care, and human services systems, TAC has become a recognized thought leader in helping organizations and governments implement innovative, practical, and sustainable solutions that improve both individual outcomes and system performance.

TAC's stellar reputation is built on deep subject matter expertise, a highly collaborative consulting model, and an unwavering commitment to mission-driven impact. Its multidisciplinary teams bring together professionals with extensive public and nonprofit sector experience—including nationally recognized experts and former senior government officials—who understand the complexities of housing, behavioral health, Medicaid, child welfare, juvenile justice, and community integration systems. Clients value TAC not only for its technical expertise and strategic insight, but also for its flexibility, tailored approach, and ability to navigate complex challenges with humanity, equity, and respect. Internally, TAC is equally recognized for fostering a supportive and values-driven culture that reflects the mission it advances every day.

Key Areas of TAC's Work & Programs:

- [Homelessness](#): Supporting communities in preventing and ending homelessness through strategic resource alignment and supportive housing strategies.
- [Affordable Housing](#): Helping states and localities expand housing opportunities for extremely low-income individuals and people with disabilities through policy and financing solutions.
- [Mental Health & Substance Use Disorders](#): Assisting organizations and government entities in aligning systems, leveraging resources, and improving access to effective behavioral health care and services.
- [Community Integration, Housing & Employment](#): Guiding states in developing and implementing effective Olmstead plans and advancing community-based living opportunities.
- [Medicaid](#): Partnering with Medicaid programs to design financially sustainable, evidence-based behavioral health services and supports.

TAC has a staff of 43 and annual revenue of approximately \$14 million, primarily derived from its contracts and consulting assignments that range in size from \$2,500 to \$3 million and vary from one-day to multi-year engagements. TAC is overseen by a small but diverse Board of Directors representing public agencies and advocacy groups related to mental health and housing, academia, and people with lived experience of mental health conditions. During the last year, TAC has been successfully managed by its interim CEO, a long-tenured TAC director who succeeded a 14-year CEO and who will resume her position once a new CEO is hired.

The CEO Opportunity

The CEO will have the rare opportunity to lead a nationally respected, mission-driven, non-profit consulting practice at the forefront of housing, homelessness, and behavioral health systems change. With an exceptional and experienced team, strong financial footing, longstanding client relationships, and a collaborative culture grounded in purpose rather than profit, the next leader will have the chance to build on TAC's 35-year legacy while helping shape the field's future. The CEO will work alongside some of the smartest and most committed professionals in the country to drive meaningful and responsive systems change, scale TAC's influence, cultivate the next generation of leaders, and guide the organization through an important period of evolutionary growth and modernization.

In addition to assuming all managerial and administrative oversight of TAC, the CEO will build on existing strengths by focusing on the following:

- **Vision and Strategy**
 - Develop a long-term vision and strategy that ensures sustainability while reaffirming and protecting the organization's mission, values, and equity-centered approach while adapting to external realities.
 - Create an actionable roadmap for the organization's future by growing business development efforts, including the exploration of new markets, partnerships, and service lines to diversify revenue streams and reduce reliance on federal funding amid shifting political and policy environments.
 - Expand the organization's national visibility, thought leadership, and relationships with key influencers and decision-makers, helping communities and clients effectively communicate their impact and needs in a changing funding landscape.

- **Organizational Capacity, Infrastructure, & Leadership Continuity**
 - Embrace technology and modern tools to enhance collaboration, cross-sector communication, product delivery, project management, and organizational effectiveness.
 - Strengthen organizational infrastructure, systems, communications, and operational processes to benefit from efficiencies.
 - Focus on staff development including leadership pipeline growth and succession planning to develop a thoughtful plan as TAC's most senior leaders consider personal transitions.
 - Support board development and expansion to strengthen governance and strategic partnerships.

- **Culture and Communications**
 - Protect and elevate the organization's people, culture, and mission-driven identity ensuring that TAC remains values-aligned, adaptive, and resilient.
 - Maintain morale, staff well-being, and organizational cohesion as the political and policy landscape continues to evolve.
 - Serve as a visible, relationship-oriented leader and ambassador for the organization, strengthening communications internally and externally through transparency, consistency, and active listening.
 - Listen, learn, and build trust so change management is well-informed.

Profile of the Ideal Candidate

Credentials:

- A minimum of ten years of senior leadership, or equivalent experience.
- Proven business development, revenue generation, and/or consulting experience.
- Demonstrated track record of understanding and working at the intersection of housing, behavioral health, homelessness, and human services systems.

Skills and Qualities:

Visionary and Credible Business Leader

- Skilled at serving as a compelling public-facing business developer and ambassador for a mission-based organization, a leader who can expand resources through income generation, grants, and/or philanthropy.
- Possess deep credibility in the field with the ability to confidently engage with stakeholders at all levels—from federal leaders to service recipients.
- Able to develop, articulate, and champion a strategic vision externally and internally.
- Entrepreneurial leader with financial acumen and governance experience at an organization of similar size and scale.

Savvy Networker and Collaborator with Excellent Communication Skills

- Charismatic and energizing, with the ability to engage deeply with others and inspire trust.
- Eager to be the public spokesperson for TAC to advance its impact and business development.
- Curious leader and collaborative decision-maker who is receptive to feedback, thoughtful about organizational change, able to bring people along through the change process, and engage in healthy disagreement.
- Sound political and negotiation skills to ensure TAC remains engaged and relevant amidst change.
- Appreciative of diverse perspectives, backgrounds, and experiences.

Empowering, Inclusive, & Thoughtful Manager of People

- Able to manage, motivate, and empower highly skilled subject matter experts valuing and trusting their expertise and diverse perspectives in a supportive, mission-driven culture which is not overly corporate or hierarchical.
- Skilled at evaluating and sustaining an organizational structure that leverages staff strengths while building cohesion across teams to maximize the contribution of staff and minimize focus area silos.
- Lead with empathy, humility, emotional intelligence, and active listening creating space for staff voice and perspectives.
- Balance openness and flexibility with accountability and the ability to make difficult decisions when necessary.
- Able to model and support a relational/servant leadership approach and appropriate work/life balance.

Compensation, Benefits, and Work Location:

This is a full-time, salaried, exempt position with a starting salary range of \$240,000 to \$300,000, commensurate with experience and qualifications. TAC will tailor an actual offer based on the selected candidate's experience, industry knowledge, skills, and other factors that may prove relevant during the interview process. TAC offers a benefits package that currently includes but is not limited to health insurance (currently 80% of premiums), a flexible spending plan, vacation, holidays, sick and paid leave, and a 403(b) plan. While local residency is not required, a regular presence in the Boston office is an essential function of the position.

Application Process and Additional Information

TAC is an Equal Opportunity Employer and seeks applicants who can bring a variety of experiences, perspectives, and backgrounds to the team. TAC provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, disability, political affiliation, marital status, age, sexual orientation, gender identity, pregnancy, or any other characteristic protected by law.

Candidate must include a resume and a cover letter, both in PDF format, which describe how qualifications and experience match the needs and mission of TAC. Applications will be accepted until the position is filled. Upload required documents to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarkin@eostransitions.com.