

Chief Executive Officer (CEO)

Location: Maryland

Organization Type: Nonprofit – Intellectual & Developmental Disabilities (IDD) Services

About the Role

Bay Community Support Services, Inc. is seeking a visionary and mission-driven Chief Executive Officer (CEO) to lead an organization dedicated to empowering individuals with intellectual and developmental disabilities across Anne Arundel, Calvert, Charles, and St. Mary's Counties in Maryland. The CEO will provide strategic leadership, ensure high-quality person-centered services, and maintain strong operational, financial, and regulatory performance.

Key Responsibilities

- Lead organizational strategy, growth, and mission execution.
- Ensure compliance with Maryland DDA, Medicaid waiver, and federal regulations.
- Oversee strategic operations, quality improvement, and program excellence.
- Provide strong financial leadership, budgeting, and resource management.
- Cultivate a positive, inclusive organizational culture and guide the executive/leadership team.
- Build partnerships with state agencies, families, community partners, and stakeholders.
- Collaborate closely with the Board of Directors on governance and planning.

Qualifications

- Bachelor's degree required; Master's preferred.
- 8+ years of senior leadership experience in human services, healthcare, nonprofit management, or IDD services.
- Knowledge of Maryland DDA systems and regulatory requirements.
- Demonstrated success in financial oversight, strategic planning, and organizational leadership.
- Strong communication, relationship-building, and advocacy skills.

Benefit Highlights

- Generous defined contribution retirement plan (401(b)) with employer match.
- Comprehensive insurance package.
- Professional development budget.

How to Apply

Interested candidates should submit a résumé and cover letter detailing relevant experience and leadership accomplishments to hr@baycss.org.

Salary Range: \$160,000 - \$170,000

**Employment Ad: CEO
February 2026**