

DEVELOPMENTAL FX

therapy that fits®

Developmental FX (DFX) is a multidisciplinary clinic and resource center based in Denver. Grounded by our *Therapy that fits* philosophy, we improve understanding and delivery of care for those with neurodevelopmental and mental health challenges. We are searching for our next leader / Chief Executive Officer.

Our mission is to prepare children with developmental differences for a bright future of engaged belonging by equipping them, their families, therapists, and teachers via innovative programming in Colorado and around the world.

Position Overview

DFX is a strong, sustainable organization that has delivered extraordinarily impactful programs for over 20 years. Under the leadership of its current Executive Director and Co-Founder, it has grown from its original two employees to a staff of 26 team members and an annual budget of approximately \$2 million.

As part of a thoughtful and planned leadership transition, DFX is seeking a new CEO - a passionate, collaborative, nonprofit executive who can continue DFX's momentum and take the organization to the next level of impact.

The ideal candidate will have a love for the nonprofit world and the clients we serve, will have a high EQ to help the organization and staff navigate the complexities of leadership transitions, and will have strong practical skills in strategy, fundraising, and organizational management.

Organizational Overview

DFX provides therapy for 500 children per year at our state-of-the-art Denver clinic and reaches hundreds more through programs that go beyond the clinic. Our signature *Therapy that fits* integrates developmental therapeutic practices informed by cutting-edge neuroscience and emphasizes relationship-based interventions that support the whole individual. DFX's approach is strengths-based, neurodiverse affirming, and centered around principles of safety and connection.

DFX's work is organized across four program areas:

Clinic: DFX provides [occupational therapy](#), [speech therapy](#), and [mental health support](#) for children with learning disabilities, developmental differences, and mental health challenges. A multidisciplinary team works with each child and family to discover strengths, determine goals, and offer an individualized therapy plan to help the child reach their full potential.

Clinic in the Community: DFX shares resources and collaborates with families, schools, and community partners to increase awareness of and build the capacity to address the unique needs of children who are neurodiverse.

Learning Journeys: DFX offers continuing education courses for clinicians, caregivers, and educators in online and in-person formats. DFX envisions increasing the quality of care for all children by sharing its models of care across the US and worldwide.

Innovation: DFX is a thought leader in the realm of pediatric occupational therapy, multidisciplinary pediatric care, clinical reasoning, sensory integration, and trauma-informed care. We are developing and sharing models of care and best practices through research, publications, resources, teaching, mentoring, podcasts, and presentations delivered online and in person.

Key Responsibilities of the CEO

The Chief Executive Officer is responsible for the development, delivery, and oversight of the organization's strategy and work. In doing so, the CEO will work closely with the Board of Directors, co-founder and current ED Tracy Stackhouse who is transitioning to Director of Innovation, and the entirety of the DFX leadership team to ensure that:

- DFX's strategy, programs, and plans align with its mission and values
- DFX delivers the highest-quality care and service
- Staff are supported and cared for
- DFX continues to be financially sustainable
- DFX complies with all legal and regulatory requirements.

The CEO will report to the Board of Directors and will serve as the face of the organization, providing visible leadership internally and externally.

The Successful Candidate will Possess:

Nonprofit Management Experience: Three to five years of nonprofit management experience as an Executive Director/CEO, Chief Operating Officer, or Program Lead / Director-level position.

Exceptional Interpersonal and Management Skills: A deep commitment to working with colleagues in a collaborative and supportive manner, exceptional listening skills, and a strong track record of managing and developing high-functioning teams.

Curiosity about DFX's work: A willingness and desire to learn about all areas of DFX's work through active inquiry and engagement. Previous experience in child development, healthcare, education, or with other organizations dedicated to serving people at a historical disadvantage is highly desirable, but not required.

Commitment to Equity and Belonging: A demonstrated history of commitment to equity and to building engaged belonging.

Exceptional Oral and Written Communication Skills: The ability to write and speak persuasively; to inspire others with your words and actions.

Education: A bachelor's degree or four or more years of related work experience.

The Administrative Details

The salary range for this position is \$125,000 - \$140,000 annually.

This is a full-time position based in Denver, Colorado. Although working hours are somewhat flexible, as the face and leader of the organization, significant in-person work with stakeholders and staff in Denver will be required (primarily Monday through Friday).

Benefits Include

- Generous, Flexible Paid Time Off and 9 Paid Holidays
- Health insurance stipend
- Paid professional development
- 403 (b) Plan

How To Apply

Interested applicants should submit a resume and cover letter summarizing their qualifications and interest to humanresources@developmentalfx.org

This position will be open until filled, however **applicants who submit their materials on or before March 16, 2025 will receive priority review.**

Developmental FX is an Equal Opportunity Employer.