

Employment Opportunity

# Executive Director, Dementia Village

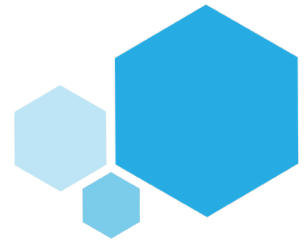
Madison, WI



Please apply on our website:

<https://www.qtigroup.com/job-posting/executive-director-dementia-village/NM266360729>

# ABOUT AGRACE



Agrace is a nonprofit, community-based healthcare agency founded in 1978. We provide hospice and supportive services in private homes, and in skilled nursing, assisted living, and other community residential facilities across southern Wisconsin. Agrace has grown and evolved beyond our hospice roots providing adult day services, non-medical home care, community based palliative care, and durable medical equipment services. For more than 45 years, Agrace has been an innovator and leader in both caring for patients and their families, and in educating others about serious illness, death, dying, and grief. We are the largest hospice provider in Wisconsin and enjoy significant positive brand recognition. Our Offices are located in Madison, Janesville, Baraboo, Dodgeville, and Wauwatosa, Wisconsin.

## *Our Mission*

Providing personalized care and support, where and when you need it, for life's changing health needs.

## *Our Vision*

Building a future where every person experiences extraordinary care and guidance while aging or seriously ill.

For more information about Agrace, please visit our [website](#).

## *THE ESSENCE OF AGRACE*



**BELONGING**



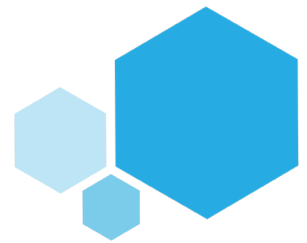
**RESOURCEFULNESS**



**HEART**



# ABOUT THE OPPORTUNITY



**Are you a visionary leader passionate about transforming dementia care?** [The QTI Group](#) is partnering with [Agrace](#) to hire an **Executive Director** to lead the launch and ongoing success of Agrace's groundbreaking **Dementia Village**—a first-of-its-kind community in the nation inspired by the internationally acclaimed Hogeweyk model in the Netherlands. This is a rare opportunity to shape a new standard of care that blends purpose, dignity, and innovation.

Reporting directly to the CEO and serving on Agrace's Leadership Council, the Executive Director will oversee all aspects of Dementia Village operations—ensuring exceptional care, financial sustainability, and seamless integration with Agrace's broader continuum of services. This role is ideal for a strategic, mission-driven leader who thrives at the intersection of healthcare innovation, operational excellence, and compassionate service.

## **Dementia Village and Day Club**

- Provide visionary leadership for Dementia Village, ensuring exceptional resident experiences while meeting strategic and financial goals.
- Collaborate with Marketing & Communications team to market the Village and achieve occupancy targets.
- Oversee the development, implementation, and adherence of operational policies, procedures, and service standards to ensure high-quality, financially sound services.
- Establish and maintain effective staffing models, proactively adjusting to growth, technology advancements, and evolving care needs.
- Leverage prior CBRF experience to bring this social-relational model of dementia care to life.
- Integrate meaningful daily activities for Village residents and Day Club members, fostering engagement and well-being.
- Align Village operations with Agrace's Strategic Plan and Annual Operating Plan (AOP), ensuring delivery of key objectives.
- Monitor quality and financial performance indicators, stay abreast of industry trends, and take timely action to address gaps.
- Foster collaboration across all Agrace programs and services to ensure seamless care coordination.
- Clearly communicate expectations and ensure consistent delivery of high-quality services in compliance with agency policies, state and federal regulations, and professional administrative codes.

## Dementia Support Programs

- Provide strategic leadership and development for community-based Dementia Support Programs.
- Ensure appropriate and scalable staffing models are in place to support program growth and quality.
- Actively promote Dementia Support services within the community to drive engagement and ensure strong referral pathways to Dementia Village and Day Club
- Track key performance indicators to guide program development.
- Collaborate with community partners and dementia care experts – such as the ADRC and Alzheimer’s Association – to ensure our service offerings are complimentary, meet community needs, and aligned with best practices.

## Leadership and Staff Management

- Build and mentor a high-performing team to support a growing, mission-driven, world-class organization.
- Collaborate effectively across departments to ensure alignment and integration of dementia services.
- Serve as a resource for leaders and staff, offering guidance on operational issues, dementia care trends, and regulatory standards.
- Respond to patient, family, client, and partner issues with professionalism and empathy.
- Serve as a role model with energy and enthusiasm, actively demonstrating focus, flexibility, urgency, friendliness and fun.
- Cultivate strong external relationships to enhance visibility and generate interest to support Dementia Village services.
- Monitor financial performance of dementia services, identifying issues and taking corrective action to ensure operational efficiency and alignment with budget goals.
- Provide clear direction, assign responsibility, and ensure accountability while fostering staff growth through regular coaching, feedback, and development opportunities.

## Qualifications

- Bachelor’s degree in Nursing, Business Administration, or other related degree.
- Master’s degree in Healthcare Administration or Nursing Administration preferred.
- Prior experience leading large Memory Care Assisted Living required. Exposure to Adult Day Care preferred.
- Minimum of 5 years prior leadership experience in Assisted Living, including experience working as part of a cross-functional leadership team, developing organizational culture, strategy and policy.
- Minimum of 7 years of relevant leadership and progressive supervisory experience in an administrative position, including full accountability for both quality and financial outcomes.

## Knowledge, Skills, and Abilities

- Proven leadership in healthcare services, demonstrating integrity, compassion, collaboration, and operational excellence and stewardship.
- Strong track record of improving client, resident, patient, and family experiences through proactive service innovation and quality improvement.
- Deep knowledge of healthcare systems, regulations, accreditation standards, laws, and reimbursement practices; experience in assisted living is required.
- Demonstrated experience in quality, compliance and establishment of reporting and assessment mechanisms to assess operational performance, including regulatory compliance, quality and operational efficiency, in a healthcare environment.
- Skilled in building collaborative partnerships – including with competitors – and engaging effectively with regulators, providers, researchers, staff, volunteers, patients and families, and community stakeholders.
- Exceptional communication, coaching, and relationship-building skills across diverse audiences and patient populations with the ability to inspire, motivate, and lead through change.
- Creates a culture of trust, integrity, and high performance by attracting top talent, fostering open dialogue, challenging assumptions, and inspiring continuous learning and achievement.
- Strategic thinker with strong analytical and problem-solving abilities; adept at using data to drive decisions, improve processes, and ensure accountability.
- Comfortable navigating fast paced, evolving environments with multiple priorities, while maintaining confidentiality, professionalism, and a sense of urgency.
- Ability to lead strategic planning and change initiatives by researching best practices, facilitating decision-making, and driving implementation with clear accountability.
- Applies creative thinking to improve systems and processes, enhancing operational effectiveness and efficiency.
- Valid Wisconsin driver's license and car insurance; access to reliable personal transportation required.

# APPLICATION & SELECTION PROCESS



**Agrace** has exclusively retained **The QTI Group** to lead the search for a **Executive Director, Dementia Village**. The QTI group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Qualified individuals interested in being considered for this position, are invited to submit their cover letter and resume to <https://www.qtigroup.com/job-posting/executive-director-dementia-village/NM266360729>

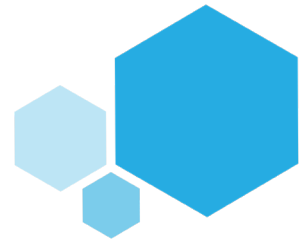
For more information, please contact:

**Nicki McCurdy**

*Senior Recruiting Director*

[nicki.mccurdy@qtigroup.com](mailto:nicki.mccurdy@qtigroup.com)

# ABOUT MADISON, WI



The position is located in Madison, Wisconsin. Madison anchors a thriving economic region of over 536,000 residents, which includes the state capital, a world-class research university the University of Wisconsin - Madison, and growing technology and research industries. Madison earned the number one spot on [Livability's "Best Place to Live in America"](#) for both 2021 and 2022.

Madison is a rare combination of thriving businesses, progressive government, rich culture and advanced education - all in a setting of rare natural beauty. Surrounded by five lakes, laced with bike trails, and enlivened with numerous parks and green spaces, the area offers countless opportunities to enjoy a balanced lifestyle in a dynamic Midwestern city.

For more information on life in the Madison area, please visit: <https://www.visitmadison.com/media/fun-facts/>