



Director of Health & Human Services

POSITION OVERVIEW

The Town of Andover is seeking an innovative, collaborative, and strategic leader to serve as its next Director of Health & Human Services. The ideal candidate will bring vision, operational leadership, and strong partnership-building skills, along with a passion for delivering high-quality, equitable services to the community. This role offers a unique opportunity to build and lead a next-generation municipal Health & Human Services (HHS) department grounded in national best practices and aligned with Massachusetts' evolving public health system.

Andover's current structure includes a Public Health Division within the Town's Department of Community Development & Planning. The division provides a range of core public health services, including environmental health inspections, vaccination programs, and community outreach initiatives. Over the next 12–18 months, the Town will thoughtfully evolve this model into a comprehensive Health & Human Services department, creating a more integrated, coordinated approach to supporting the wellbeing of residents across their lifespan.

The Director will be supported in this work through existing resources within the Town's operating budget, including funding for positions and programs that may be aligned within the department as the organizational structure evolves. The position offers a meaningful opportunity for the selected candidate to shape the structure, priorities, and long-term direction of Health and Human Services in Andover.

Location: Andover, MA

Reports To: Town Manager

Compensation Range:

\$140,000-\$165,000

WHY ANDOVER?

The Town of Andover continues to foster an environment that has supported the development of an innovative organization that strives to lead the way on cutting edge best practices and trends in organizational excellence. We are an organization that invests in people, uses data to drive decision-making, and embraces innovation to meet evolving community needs. From our leadership team to our frontline staff, we're committed to collaboration, excellence, and meaningful impact.

In recognition of that commitment, the Town of Andover was honored by Top Workplaces in 2025 in the areas of professional development, employee appreciation, and compensation and benefits.

TO APPLY

Candidates who are energized by public health, systems-building, cross-sector collaboration, and community impact are encouraged to apply.

Submit your resume and cover letter to HSDirector@andoverma.us

ADDITIONAL INFORMATION

Candidates seeking additional information about the position are encouraged to contact the Department of Human Resources/ People at **978-623-8960** or BME Strategies, which is assisting with the search process, at **617-209-9303** or info@bme-strategies.com

POSITION OVERVIEW, CONTINUED:

The transformation will be guided by the principles of Foundational Public Health Services (FPHS) and informed by the State Action for Public Health Excellence (SAPHE 2.0). The Director will lead efforts to align Andover's services with these standards to build a resilient, equitable, and data-informed local public health system.

The Director will lead efforts to coordinate services across external community partners, regional collaborations, and state agencies, while facilitating the alignment and integration of Town divisions and programs into a cohesive HHS structure.

This evolution is informed by an on-going department evaluation and organizational assessment conducted by BME Strategies, which identified opportunities to strengthen service alignment, enhance cross-sector coordination, and position the Town to meet future public health demands. The Director will play a central leadership role in furthering the assessment, advancing these recommendations and translating them into an actionable, sustainable departmental structure.

Working closely with the Town Manager, Town leadership, boards and committees, and community partners, the Director will lead the development and implementation of programs that address emerging public health challenges, advance prevention and community wellness, and ensure equitable access to services. The Director will also position Andover as a leader in implementing the Commonwealth's public health reform efforts and as a model for innovative municipal health and human services delivery.

The Town is eager to select a candidate who will partner closely with organizational stakeholders to guide Andover through this exciting period of strategic growth while maintaining the high standards of service that the community expects.

