

leadership opportunity

Executive Director

of



MARC

Opening Doors. Enriching Lives.

in Madison, Wisconsin

presented exclusively by

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The logo for Peter Gray Executive Search features the letters 'pg' in a stylized, lowercase font inside a white circle. To the left of the circle, the words 'peter gray executive search' are written in a smaller, sans-serif font.

recruiting
social
impact
leaders

to apply: bit.ly/marc-apply

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**MARC has served adults with
developmental disabilities for over 70 years
in Dane County, Wisconsin.**

**MARC believes in the importance of
CHOICE, the joy of WORK, and the power
of COMPASSION.**



All images courtesy of MARC except where noted.

**MARC is hiring an Executive Director
to lead this essential work.**

MARC is hiring an Executive Director

**Peter Gray Executive Search is MARC's
exclusively retained partner for this executive search.**

about MARC

Founded in 1952, **MARC (Madison Area Rehabilitation Centers)** is a nonprofit organization dedicated to **advancing inclusion, equity, and independence for individuals with intellectual and developmental disabilities (IDD)** in Madison and Dane County, Wisconsin.



MARC enhances the quality of life for adults with developmental disabilities by advocating for full inclusion in the community, fostering opportunities for self-worth and dignity, and providing a broad array of support services tailored to individual strengths and needs.

With a staff of 135 and a budget of over \$9 million, MARC serves over 325 residents of Dane County, Wisconsin, and surrounding counties, across its five program locations.

MARC's Executive Director of 10 years, Suzanne Hanson, is retiring after 29 years of service to the organization (see [press release](#)).

To learn more about MARC, visit its [website](#): marc-inc.org

MARC's mission and vision

MISSION:

MARC enhances the lives of adults with disabilities by providing high-quality individualized employment, educational, recreational, and personal care services.

VISION:

MARC works continuously to develop, improve and personalize its services and programs for adults with disabilities.

To fulfill its commitment to provide high-quality individualized and caring services for all participants, regardless of the extent of their disabilities, MARC will continuously enhance its capacity by being innovative, technologically advanced, programmatically and financially accountable, supportive of a skilled and dedicated staff, and a leader in engaging community partners to support all citizens with disabilities.



MARC's values

MARC believes that citizens with disabilities are entitled to the same rights as all citizens, in particular:

- to live, work, and recreate in the community;
- to supportive services necessary to enable community living, and;
- to advocacy.

Respect

- The inherent dignity of every individual deserves respect.
- Services are based on an individual plan for each individual.
- Employment is encouraged when appropriate for the individual.

Quality Services

- Every individual's plan will be reviewed and updated every six months.
- The individual and guardian (if any) have the right to participate in development and review of the plan.
- The individual abilities and needs of each person will determine the service plan.
- The implementation of the plan will be documented for quality evaluation.

Community/Diversity

- A sense of community includes all individuals with disabilities, families, staff, and volunteers at MARC.
- Diversity is cherished.
- Laws prohibiting discrimination on the basis of race, religion, disability, and other protected classes are respected.
- Connections with the larger community are encouraged.

Professionalism

- Defined by placing the individual's needs and interests above all else.
- Expect ethical conduct that meets the highest standards.
- Encourage actions that promote efficiency, teamwork and problem solving.

Innovation

- Continuously search for most advanced program strategies and technologies that support and expand life opportunities for each person.

Fiscal Responsibility

- Recognize the obligation to provide high quality and cost-effective services.
- Act as responsible stewards of the money entrusted to us by government and donors.

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the MARC bill of rights

*The rights of those MARC serves are important.
MARC creates an atmosphere of respect, dignity and safety.*

Personal and Program Rights

- The right to confidential services and privacy.
- The right to respect and dignity.
- The right to make informed choices.
- The right to an Individual Support Plan (ISP).
- The right to help create the ISP.
- The right to prompt attention to individual needs.
- The right to program continuity and stability.

Legal and Social Rights

- The right to equal opportunity.
- The right to Wage and Hour Law protection.
- Freedom from all forms of neglect and abuse.
- The right to a grievance procedure.



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MARC's programs

- **Day Services** – Individuals with disabilities receive services at MARC locations and in the community. Services can include Social Activities, Community Involvement, Outings, Education and Personal Care Assistance. Memory loss, Alzheimer's and Dementia specific programming is also offered.
- **Supported Employment** – Individuals receive support to find a career they are interested in, and then receive the supports necessary to be successful in the job for as long as they are employed. Individuals work in a wide variety of jobs based on their skills and preferences.
- **Youth in Transition** – All MARC Programs work with high school students with disabilities who will be leaving the public school system and entering adult services. MARC's priority is to focus on individual interests and goals for the future. MARC staff work in cooperation with the school system to help ensure a smooth transition from school to MARC to community.
- **Pre-Vocational Services** – Production work provides opportunities for individuals to acquire skills and abilities to reach their employment goals. MARC provides on-site production services at MARC West. Job duties include product assembly, packaging, labeling and collating. MARC business partners include [Clack Corporation](#), [Promega](#), and [Sub-Zero](#).
- **Project Search** – In partnership with the Wisconsin Department of Workforce Development's [Division of Vocational Rehabilitation](#), school districts, and the Wisconsin Department of Health Services' [IRIS & Family Care](#) programs, students with disabilities work at the [VA Hospital](#) and [University of Wisconsin Hospitals](#), and at [Kalahari Resorts](#), to complete 9 to 12 months of internships. MARC assists with job coaching, job development and placement following participation in Project Search.
- **Self-Employment** – MARC assists individuals with disabilities to own and operate their own businesses. This has proven to be a great work option for individuals who need flexibility and find traditional work environments challenging.



MARC's locations

MARC has five program sites in Madison and Dane County, Wisconsin. These sites serve over 325 adult residents of Dane and surrounding counties who have intellectual and developmental disabilities.



about the position

The Executive Director is the chief executive officer of MARC. The Executive Director provides strategic leadership, vision, and operational oversight to ensure high-quality services, strong advocacy, and sustainable growth. Working in close partnership with the Board of Directors, staff, self-advocates, families, and community partners, the Executive Director promotes the organization's mission of creating communities where people with intellectual and developmental disabilities can live, work, and thrive with dignity and choice.

KEY RESPONSIBILITIES INCLUDE (for more details, review the full [job description](#) and [Executive Director task list](#)):

Leadership & Strategic Vision

- Develop and implement MARC's mission, vision, and strategic plan in collaboration with the Board of Directors and MARC Leadership.
- Champion the rights and inclusion of individuals with IDD through advocacy, education, and partnership.
- Serve as the primary spokesperson and advocate for MARC in the community and with policymakers at local and state levels to influence policy and systems change.

Program Oversight & Operations

- Oversee the delivery of person-centered high-quality day and employment services, monitoring program outcomes and quality assurance to achieve measurable impact.
- Ensure compliance with all regulatory and funding requirements (e.g., Medicaid, HCBS Certification, DVR, etc.)
- Promote best-practice models in disability service delivery.

Financial Management & Fund Development

- Oversee the development and management of the annual operating budget with fiscal responsibility and transparency.
- Ensure compliance with nonprofit financial standards and grant requirements.
- Oversee all fundraising efforts building partnerships with corporate, civic, and philanthropic stakeholders to strengthen financial sustainability.

Board Relations & Governance

- Partner with the Board of Directors to uphold sound governance and strategic direction.
- Provide timely and accurate reports on program performance, finances, and organizational health.
- Support Board recruitment, development, and engagement to enhance organizational leadership capacity.

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Human Resources & Organizational Culture

- Cultivate a culture of respect, collaboration, and empowerment among staff, individuals served, and families.
- Recruit, develop, and retain a diverse and mission-driven team ensuring effective management of staff, facilities, and resources.
- Ensure compliance with employment laws, ADA and other non-discrimination laws, and relevant disability rights regulations.

Community Engagement & Advocacy

- Build partnerships with local service providers, advocacy groups, schools, employers, and government agencies.
- Serve as the organization's public spokesperson, promoting positive awareness of IDD issues.
- Empower self-advocates and families to take leadership roles in shaping programs and policies.

QUALIFICATIONS SOUGHT INCLUDE:

Education & Experience

- A bachelor's degree, or equivalent experience, is required. A master's degree in nonprofit management, social work, public administration, rehabilitation services, or a related field is a plus.
- Significant leadership experience in nonprofit, human services, or disability-related organizations.
- Direct experience working with people with intellectual and developmental disabilities or related systems.
- Demonstrated success in managing multi-source funding (Medicaid, grants, donations, etc.).
- Proven record in staff leadership, financial management, and community relations.



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job location: Madison, Wisconsin

MARC's administrative office is [located](#) in Madison, Wisconsin, at one of its five Dane County program sites.

Due to the place-based nature of the work, this is an onsite position whose responsibilities cannot be fulfilled remotely. The Executive Director is expected to reside in the Madison metro area, and to commute to MARC daily.

TO MADISON BY CAR:

From Milwaukee: 79 miles, 1½ hours

From Dubuque: 91 miles, 1¾ hours

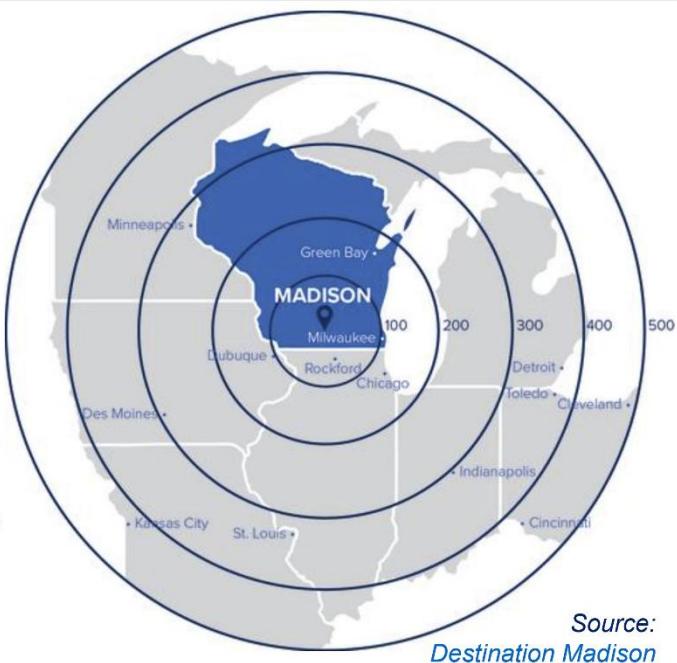
From Chicago: 147 miles, 2½ hours

From Green Bay: 140 miles, 2½ hours

From Minneapolis: 273 miles, 4½ hours

From Des Moines: 292 miles, 4¾ hours

From St. Louis: 359 miles, 5½ hours



about Madison, Wisconsin

Madison, Wisconsin is a vibrant city of over 280,000 residents. Its Dane County metro area is home to nearly 600,000 residents. It is the state's fastest growing metro, and its second largest metro, after Milwaukee.

Madison is the capital of Wisconsin, a world-class [research & technology university](#) city, and a thriving creative-class hub.



Nestled on a chain of scenic lakes, the Madison region has been home to the [Ho-Chunk nation](#) for over 11,000 years. Its Ho-Chunk name is [Dejope](#), meaning "Four Lakes." The region also has the world's largest concentration of [Indian effigy mounds](#). There are dozens on the University of Wisconsin-Madison campus alone.

Madison is consistently named one of the [best places to live](#) in US nationwide rankings and surveys. Madison earns accolades for its [green & healthy](#) lifestyle, its [gender parity at work](#), its [educational attainment](#), its [equitable, family-friendly neighborhoods](#), its [sports](#), its great [beer](#) scene, and even its [happiness](#). (See Madison [fun facts](#) and [things to do](#))

Madison has the strongest local economy and job market in its region, if not nationwide. Wisconsin's unemployment rate consistently trends below the US average. Dane County (metro Madison) is consistently the lowest-unemployment county in Wisconsin, with [2.2% unemployment in November 2025](#). (Compare to unemployment rates of [2.7% statewide](#) and [4.3% nationwide](#)). National and global companies headquartered in metro Madison include [Epic Systems](#), [American Family Insurance](#), [Exact Sciences](#), [Lands End](#), [TruStage](#), [Promega](#), [ETC](#), and [Sub-Zero](#).

Madison has a vibrant nonprofit sector. Locals like to say Madison has the most nonprofits per capita of any US city. (Don't tell them [this report](#) ranks Madison #2!)

Despite a median home price of \$558,402, Madison offers a lower [cost of living](#) than many desirable metros.

Madison's racial and ethnic [demographics](#): 70% non-Hispanic White, 9% Hispanic, 8% Asian, 7% Black, 6% other.

Business and civic organizations active in Madison include the [Greater Madison Chamber of Commerce](#), [Downtown Madison Inc.](#), the [Madison Black Chamber of Commerce](#), the [Wisconsin Latino Chamber of Commerce](#), the [Hmong Wisconsin Chamber of Commerce](#), and the [Wisconsin LGBT Chamber of Commerce](#).

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salary and benefits

MARC's Executive Director position has a **salary range of \$110,000 - \$125,000**.

MARC's excellent employee benefits include:

- Employer-subsidized health, dental, and vision plans.
- Retirement plan with a generous employer match.
- Generous paid time off, including vacation, holidays, floating holidays, and sick leave.
- Annual longevity pay bonus that increases with years of tenure.
- Continuing education reimbursement.
- And MARC is a **pet-friendly workplace!**



For more details, review MARC's [employee benefits summary](#) and full [employee benefits guide](#).

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interested?

Please [apply](#) confidentially: bit.ly/marc-apply

Deadline: rolling. The position is open until filled. It was announced on **January 20, 2026**. Rather than setting an application deadline, we are considering applications and holding interviews on a rolling basis. For best consideration, please apply promptly; and please complete all questions in the application, including the cover letter/personal statement. Our goal is to fill this position by **May 2026**.



MARC has exclusively retained [Peter Gray Executive Search](#) to conduct the search for its new Executive Director. Peter Gray Executive Search is a social impact executive search firm in Madison, Wisconsin.

MARC and Peter Gray Executive Search are equal opportunity employers, committed to attracting candidates representing a diverse range of backgrounds. MARC strongly believes it benefits from the perspectives and talents of a diverse staff.

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about peter gray executive search



[Peter Gray](#) (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fights bias in hiring.

As founder and CEO of [Peter Gray Executive Search](#), he guides nonprofit organizations and social impact employers through [leadership succession](#) and other [strategic hiring](#). He also [trains](#) employers on diversifying hiring outcomes, and [coaches](#) individuals on overcoming bias in job search and career advancement.

Peter began his career in executive search at Korn Ferry in New York City. Before that, he was a management consultant at CSC Index, the firm that pioneered business process reengineering.

Peter gives back as a member, adviser, and supporter of several nonprofit and civic organizations. A former Boys & Girls Club kid, he serves on the board of the Boys & Girls Clubs of Dane County, Wisconsin. Through his own [fundraising](#) and his [leadership of fundraising campaigns](#), he has helped raise over \$10 million for the Boys & Girls Clubs.

Awards include the In Business Madison Executive Choice award, the Boys & Girls Clubs of Dane County's Volunteer of the Decade and Mentor of the Year awards, the Aviva Youmania Award, and the Wisconsin Bicycle Federation's Advocate of the Year award. Current and past committees include Madison Rotary, Downtown Madison Inc., United Way of Dane County, Foundation for Madison's Public Schools, Madison Public Market, and the Madison Area Diversity Roundtable.

Peter holds a BA from Harvard University, and an MBA from Columbia Business School.

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