



Executive Director
Grayken Center for Addiction, Boston Medical Center
Boston, Massachusetts

THE SEARCH

Boston Medical Center Health System (BMCHS) seeks a visionary, strategic, and collaborative Executive Director to lead the Grayken Center for Addiction (Grayken Center), a nationally recognized leader in advancing substance use disorder care through research, education, policy, and practice.

The Grayken Center serves as the integrative hub for addiction-related work across BMCHS, aligning clinical services, research, education, and community partnerships to improve the delivery of care. While not primarily a direct clinical operator, the Grayken Center convenes stakeholders, advances innovation, and supports the spread of evidence-based practices across more than 15 addiction services within the system. Its work strengthens quality, advances equity, reduces stigma, and expands access to care for patients and communities. The Grayken Center also plays a significant national role through multidisciplinary training and technical assistance programs, research and evaluation, and policy engagement at local, state, and federal levels.

As part of a large, integrated safety-net health system that includes hospitals, accountable care organizations, a health plan, and a network of community health centers, the Grayken Center is uniquely positioned to influence addiction care across the full continuum, from clinical delivery to population health and value-based care.

As the need for high-quality, accessible addiction care continues to grow, the Grayken Center is entering a pivotal period of transition with the planned retirement of its Executive Director. As the health system continues to expand, there is a clear opportunity to bring greater consistency, coordination, and impact to addiction care across an increasingly complex enterprise. The next leader will set clear strategic priorities, drive execution, and ensure the Grayken Center's work is coordinated, scalable, and delivers measurable improvements in care and outcomes. This role requires aligning a highly matrixed set of programs and stakeholders around a focused, shared direction.

Reporting to the Vice President and Chief of Population Health Services, the Executive Director will set strategy, lead operations, and serve as the Grayken Center's primary internal and external representative.

The role requires close partnership with clinical, academic, and community leaders and a strong presence as a spokesperson and advocate.

Candidates must hold a clinical doctoral degree and be eligible for appointment at the associate or full professor level, with significant leadership experience in academic medicine or integrated health systems. The ideal candidate will bring deep expertise in substance use disorder care and a demonstrated record of advancing research, education, and policy initiatives that improve care at scale.

Boston Medical Center Health System has retained Isaacson, Miller, a national executive search firm, to assist with this search. Inquiries, nominations, and applications will be treated confidentially and should be directed to the firm as indicated at the end of this document.

BOSTON MEDICAL CENTER HEALTH SYSTEM

[BMCHS](#) is an academic health system that includes Boston Medical Center, BMC Brighton, and BMC South, along with WellSense Health Plan, an accountable care organization, and a network of community health centers. The system employs more than 15,000 people and delivers care across acute, ambulatory, and community-based settings.

Boston Medical Center serves as the primary teaching hospital for the Boston University Chobanian & Avedisian School of Medicine and is nationally recognized as a leading urban safety-net hospital. The institution cares for a large and diverse patient population with complex medical and social needs, including a significant burden of substance use disorder, creating a strong environment for innovation in equitable care delivery, population health, and policy-relevant research.

BMCHS has made sustained investments in integrating care across settings and aligning clinical services with population health, research, and community partnerships. This systemwide approach provides a strong foundation for advancing coordinated models of care and improving outcomes at scale.

BOSTON MEDICAL CENTER GRAYKEN CENTER FOR ADDICTION

[The Grayken Center](#) was established in 2017 through a major philanthropic investment to strengthen and coordinate Boston Medical Center's long-standing commitment to addiction care, education, research, and advocacy, with a focus on improving access to high-quality, equitable, and stigma-reducing care for individuals with substance use disorders.

Embedded across BMCHS, the Grayken Center works across clinical programs, academic departments, community partners, and policy stakeholders to advance prevention, treatment, and recovery. Boston Medical Center delivers addiction care across a broad and diverse patient population, including pediatrics, adolescents, pregnant individuals, families, and older adults, with services designed to address co-

occurring medical, psychiatric, and social needs such as HIV and hepatitis, behavioral health conditions, perinatal mental health, trauma, and complex primary care.

The Grayken Center advances quality, equity, and innovation by supporting collaboration, evaluation, and the implementation of evidence-based practices across care settings and communities. Its education and training programs are nationally recognized, including Addiction Medicine and Addiction Nursing fellowships and the Grayken Training and Technical Assistance program, which prepares multidisciplinary providers to deliver effective addiction care across diverse clinical environments.

The Grayken Center supports a robust research and evaluation enterprise, convening a large and active community of investigators and contributing to more than 150 peer-reviewed publications annually. It serves as the home of the journal *Addiction Science & Clinical Practice* and disseminates knowledge through widely used newsletters, podcasts, and national forums.

Policy and public health engagement are central to the Grayken Center's work. It partners with municipal, state, and federal leaders to expand access to evidence-based treatment, advance harm reduction strategies, and strengthen addiction care systems. The Grayken Center convenes clinicians, researchers, community organizations, policymakers, and individuals with lived experience through the annual Together for Hope conference, fostering collaboration and shared learning across sectors.

The Grayken Center represents a well-established, nationally respected platform with the scale, partnerships, and infrastructure to influence addiction care delivery, workforce development, research, and policy.

EXECUTIVE DIRECTOR, GRAYKEN CENTER FOR ADDICTION

The Executive Director provides strategic and operational leadership for the Grayken Center. This is a highly visible, enterprise-wide role responsible for advancing its work across clinical care, education, research, and policy within BMCHS and strengthening its external presence.

The Executive Director leads a multidisciplinary team spanning research and evaluation, education and training, analytics, communications, and operations. Working in close partnership with clinical leaders, faculty, system executives, and community and policy partners, this leader translates strategic priorities into coordinated action and measurable results across a complex, integrated health system.

Key responsibilities include:

- **Strategy and execution:** Set and advance the Grayken Center's strategic priorities in alignment with health system goals and population health needs, with a clear focus on implementation and measurable impact.

- **System integration and quality:** Strengthen coordination, consistency, and quality across the addiction care continuum by aligning clinical, operational, and data-driven efforts across settings.
- **Innovation and evaluation:** Advance and assess new models of care, ensuring that effective approaches are implemented, sustained, and disseminated across the system and beyond.
- **External engagement and influence:** Serve as the Grayken Center's primary representative, building relationships with clinicians, community partners, policymakers, and national audiences while advancing dissemination of the Grayken Center's work.
- **Expert advisory role:** Provide subject-matter leadership on addiction care, health equity, and population health strategy to senior leaders across the system.
- **Financial stewardship and sustainability:** Oversee budgets and operations, align resources with strategic priorities, and partner with development to support long-term sustainability.
- **Culture and leadership development:** Foster collaboration across a matrixed environment and support the growth of current and future leaders in addiction care.

This role offers the opportunity to lead a nationally recognized center within a major academic health system and to shape the delivery of addiction care, workforce development, and policy at scale.

KEY OPPORTUNITIES AND CHALLENGES FOR THE EXECUTIVE DIRECTOR

Lead Integrated, Evidence-Driven Addiction Care Across the System

The Grayken Center is positioned to drive a consistent, high-quality approach to substance use disorder care across BMCHS as the System grows. A central challenge for the Executive Director will be reducing variation in care delivery and strengthening accountability for outcomes across inpatient, emergency, ambulatory, and community settings. This work requires establishing shared standards, performance metrics, and improvement strategies while navigating differences in clinical workflows, resources, and priorities across settings. The Executive Director will partner with leaders in clinical operations, quality, and population health to balance standardization with flexibility, ensuring that care remains responsive to patient and community needs while achieving greater consistency and reliability across the system.

The role also carries responsibility for sharpening how innovation is advanced and scaled. The Executive Director will strengthen pathways from pilot initiatives to sustained implementation, ensuring that new models are rigorously evaluated, prioritized by impact, and embedded in routine practice. This includes making clear decisions about where to invest, what to scale, and how to focus efforts to maximize systemwide impact.

Support Further Growth in Education and Foster Research

The Grayken Center has an established international presence in education, training, and research. The Executive Director will support the ongoing evolution of the education and training portfolio to ensure it continues to reflect current models of addiction care, supports workforce needs, aligns with system priorities, and has opportunities to reach new local, national, and international audiences. This includes

reinforcing practical, evidence-based training that directly supports care delivery, while identifying opportunities to further the impact of Grayken Center’s educational activities by further integrating education with the system’s clinical and operational goals and expanding its reach to audiences seeking to improve care of individuals with substance use disorder across diverse settings. The Executive Director will work with research leaders and experts across BMCHS to continue to thoughtfully evolve Grayken’s role as a convener of and partner to researchers in addiction services, with a focus on creating opportunities for rigorous evaluation of key innovations in care.

Advance Policy and Public Health Impact

Operating at the intersection of clinical care, public health, and policy, the Grayken Center is well-positioned to influence how addiction care is delivered beyond BMCHS. The Executive Director will ensure that policy and public health efforts are grounded in patient experience, clinical evidence, and system-level insight. Through engagement with public agencies, policymakers, and community partners, this leader will translate frontline experience and research into policy approaches that expand access to treatment, reduce barriers to care, and strengthen addiction care systems.

Serve as an Ambassador for the Grayken Center and Its Mission

The Executive Director will represent the Grayken Center across clinical, academic, community, and policy settings, serving as a credible and effective voice for its work and impact. This includes building trust across stakeholders, strengthening partnerships, and supporting the dissemination of best practices, while reinforcing its commitment to equitable, stigma-reducing care.

Ensure Disciplined Financial Stewardship and Sustainability

The Grayken Center operates with a mix of endowment support, grants, and philanthropic funding. The Executive Director will align financial resources with strategic priorities and ensure that investments are directed toward initiatives with the greatest potential for impact. In partnership with Development and institutional leadership, this includes sustaining core programs, supporting aligned funding opportunities, and making disciplined decisions about where to invest, scale, or sunset efforts to support long-term sustainability.

QUALIFICATIONS AND CHARACTERISTICS

Clinical degree with doctoral-level training required; additional graduate training in healthcare administration, public health, business administration, or a related field preferred. Candidates should be eligible for appointment at the associate or full professor level.

- Significant leadership experience (typically 8+ years) in academic medicine, healthcare administration, or integrated health systems, with a track record of advancing strategic priorities, leading complex initiatives, and driving organizational performance.
- Deep expertise in substance use disorder (SUD) care and care systems, with the ability to translate clinical, operational, and population health insights into effective, scalable models of care.
- Demonstrated ability to lead within complex, matrixed organizations, aligning diverse stakeholders and initiatives to achieve shared goals and sustained impact.
- Strategic and pragmatic leadership approach, with the ability to prioritize effectively, align initiatives with institutional goals, and ensure long-term sustainability.
- Strong analytic and evaluative orientation, with experience using data to assess program effectiveness, inform decision-making, and drive continuous improvement.
- Excellent communication and interpersonal skills, with the ability to engage, influence, and inspire a wide range of audiences, both internally and externally.
- Proven ability to build and sustain external partnerships, including with community-based organizations, public health agencies, policymakers, and philanthropic stakeholders.
- Strong business and financial acumen, including experience managing budgets, grants, and complex funding streams.
- Effective organizational and project management skills, with the ability to manage multiple priorities and execute in a dynamic environment.
- Demonstrated commitment to ethical practice, transparency, and integrity.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/boston-medical-center-grayken-center-addiction/executive-director>. Electronic submission of materials is strongly encouraged.

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Boston Medical Center provides equal employment opportunities to applicants and employees without regard to race; color; sex; religious practices and observances; national origin; pregnancy, childbirth, or related medical conditions; status as a protected veteran or spouse/family member of a protected veteran; or disability.

This document has been prepared based on the information provided by Boston Medical Center, Grayken Center for Addiction. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original

source documents and information provided by Boston Medical Center, Grayken Center for Addiction would supersede any conflicting information in this document.