



THE  
CENTER  
FOR  
MENTAL  
HEALTH &  
WELLBEING

## Executive Director, Family Service Center of Galveston

---

### Job Summary

Do you prioritize mental health and well-being as essential to building strong communities?

Are you committed to helping all individuals regardless of ethnicity, gender, age, diagnosis, or economic status, access comprehensive mental health and behavioral health services?

Do you value a thriving, industry-focused community that has a small town, family-oriented atmosphere?

If so, we have an exciting opportunity for you in Galveston County! The Family Service Center of Galveston is seeking an empathetic, visionary and collaborative Executive Director to lead their team. The ED provides leadership in program development and execution, financial stewardship, organizational culture, partnerships, fundraising, and policy advocacy, while ensuring FSC's continued role as the premier provider of accessible, high-quality mental and behavioral health services in Southeast Texas.

### Organization Description

Family Service Center of Galveston (FSC) is the only private, non-profit counseling agency in the county dedicated to serving individuals of all ages with comprehensive mental and behavioral health services. Regardless of ethnicity, gender, age, diagnosis, or economic status, FSC opens its doors to every resident in need.

Our mission is simple yet powerful: to promote the mental health and well-being of individuals and families through counseling, education, and prevention. We believe the family is the cornerstone of strong communities, and by supporting and strengthening families, children and adults alike can thrive and live to their fullest potential.

Our vision is to support our clients in achieving overall well-being through compassionate, competent and honest services. We work alongside our clients, their families, and community partners to fulfill our mission: Strengthening Communities. One Mind At A Time.

For more information, visit: [www.fsc-galveston.org](http://www.fsc-galveston.org)

### Our Impact: Driving Change in Four Key Areas

**Parent Education:** At FSC, we believe that prevention and early intervention are key. That's why our Fatherhood Program goes the extra mile to engage parents and provide counseling, education, and prevention services to both fathers and father figures.



THE  
CENTER  
FOR  
MENTAL  
HEALTH &  
WELLBEING

**Access to Mental Health Care:** FSC provides high-quality mental health care in collaboration with schools, health clinic, churches, and county offices, to foster a healthy Galveston County.

**Children at Risk:** FSC provides community-based services in Galveston County schools and at the Juvenile Justice Center to aid children at risk. The organization addresses various social, emotional, behavioral, and educational concerns. FSC also operates Adverse Childhood Experiences to Assets Collaborative and The Future is Us, to enhance resiliency, mental health, and well-being for all members of the community.

**Victims of Crime:** FSC helps victims of crimes such as abuse, domestic violence, assault, bullying, and more. In particular, we provide support to help these community members recover and live safely and securely.

## FSC Values

At Family Service Center of Galveston (FSC), our values define who we are and guide every aspect of our work. They are the foundation of our mission and ensure we deliver high-quality, accessible behavioral health services that honor the unique needs of each client we serve.

We believe in:

**Professional Excellence and Innovation:** Building and sustaining a highly skilled staff committed to continuous learning, best practices, and innovative approaches in behavioral healthcare and client services.

**Strength-Based Care:** Focusing on the whole person and drawing upon the strengths of individuals, families, and communities to meet needs and foster resilience.

**Commitment to Quality:** Delivering exceptional care to clients, the community, and within our agency by continuously evaluating services, identifying gaps, and transforming challenges into opportunities for growth and improvement.

**Collaboration and Teamwork:** Operating as a dynamic, supporting, and unified team, both within FSC and in partnership with community stakeholders, to ensure the best outcomes for those we serve.

**Respect and Community Focus:** Treating all clients with dignity and respect and actively seeking input from clients and community members to design programs, policies, and practices that reflect real needs.

**Trauma-Informed Practice:** Embedding a trauma-informed culture in our work to improve health outcomes and reduce the long-term impact of Adverse Childhood Experiences (ACEs).



THE  
CENTER  
FOR  
MENTAL  
HEALTH &  
WELLBEING

**Equity and Inclusion:** Upholding the responsibility of our staff and board to proactively cultivate a culture of equality, inclusion, and belonging, affirming the inherent worth and dignity of every individual.

## Galveston County

Galveston County offers a unique blend of coastal living, historic charm, and access to one of the nation's largest metropolitan areas. Located along the Gulf of Mexico just southeast of Houston, the county combines a relaxed, seaside lifestyle with proximity to world-class business, cultural, and recreational opportunities.

The county is anchored by the city of Galveston, a historic island community known for its Victorian architecture, thriving port, and popular beaches. Beyond the island, mainland communities like League City, Friendswood, Dickinson, and Texas City provide family-friendly neighborhoods, strong school systems, and a range of housing options—from waterfront living to suburban developments. In Galveston County, you don't have to choose between career growth and quality of life — you can have both.

## The Ideal Candidate

FSC's ideal candidate for Executive Director is a strategic, dynamic, and visionary leader with expertise in the mental health field and nonprofit leadership, with proven ability to manage people, programs, and partnerships in complex environments. They should be both a strategic thinker and a hands-on leader, capable of inspiring staff, engaging the community, and ensuring accountability. They demonstrate attention to detail and accuracy, possess effective communication and interpersonal skills, and successful nonprofit management. Job responsibilities include but are not limited to the following.

## Primary Duties and Responsibilities

- Reports directly to the Board of Directors and oversees a team of over 40 mental and behavioral health professionals and administrators.
- Develops and executes FSC's vision and strategic plan, ensuring all programs and services reflect FSC's mission, vision, values and commitment to evidence-based, trauma-informed strength-based care and responsive to community needs.
- Cultivates and manages collaborative relationships with FSC's stakeholders- service providers, agency partners, school leaders, non-profit and community leaders, elected officials, healthcare systems - to drive change, advocate for awareness of behavioral health needs, and successful execution of strategies to advance collective impact.



THE  
CENTER  
FOR  
MENTAL  
HEALTH &  
WELLBEING

- Serves as the primary representative and voice of FSC to position the organization as the leading, mental and behavioral health provider in Southeast Texas.
- Oversees and manages FSC operations to ensure systems and policies are in place to support strong fiscal operations, regulatory compliance, HR, communications and marketing, and fundraising.
- Develops and executes a funding strategy that supports organizational growth and sustainability. Engages and cultivates relationships with government and philanthropic funders at the local, state, and national levels.
- Creates and leads a strong team culture that encourages collaboration, accountability to individual and organizational goals, and dedication to continuous improvement and professional development.
- Maintains clear and consistent communication with the Board of Directors on progress towards FSC goals, operational issues, and strategic opportunities and risks facing FSC.

## Qualifications

- Master's degree required in psychology, social work, public health, social services or related discipline. (Doctorate level training in related fields preferred. Active professional licensure in relevant field is strongly preferred.)
- Relevant executive leadership experience including 5+ years of successful team management, budgeting, and/or funding strategy responsibility.
- Demonstrated experience in healthcare and behavioral health systems (hospitals, clinics, mental health agencies or health-related organizations).
- Knowledge of current mental health practices, clinical services, biopsychosocial models, community-based approaches to health and wellness, social determinants of health and their impact on mental and behavioral health.
- Proven skills in community engagement, facilitation, and conflict management.
- Team player skilled in connecting with diverse community sectors and working effectively with multiple constituencies to support community success.
- Existing relationships with, or ability to build relationships with diverse local / regional stakeholders, including schools, community organizations, healthcare providers, government agencies, and civic leaders.
- Excellent communicator capable of inspiring confidence, interpreting and presenting complex data, and communicating passion to external audiences. Bilingual (Spanish/English) highly preferred.



THE  
CENTER  
FOR  
MENTAL  
HEALTH &  
WELLBEING

- Familiarity with the behavioral needs of the local community as well as state and national mental health policy, funding and service delivery. (Residency in Galveston County required.)
- Strong organizational and project management skills with creative problem-solving abilities.
- Ability to function independently within policies and guidelines, maintain confidentiality, and take direction as needed.
- Motivated to learn, evolve from failures and missteps, and grow.
- Proficient computer skills, including MS Office software applications.

## Benefits

- Competitive salary that is commensurate with experience: Range: \$130,000 - \$180,000.
- FSC offers a full benefits package including medical, dental and vision, and retirement plan.
- Relocation assistance may be provided.

## How To Apply

Please send resume and cover letter to [fscgcsearch@dinispheris.com](mailto:fscgcsearch@dinispheris.com)