

CALLING ALL DISABILITY RIGHTS LEADERS NATIONAL DISABILITY RIGHTS NETWORK EXECUTIVE DIRECTOR

THE OPPORTUNITY

This is a significant point in time for the future of the National Disability Rights Network (NDRN). NDRN has spent 37 years building the most powerful legally based advocacy arm of the disability rights movement this country has ever seen. Despite our progress, the most marginalized members of our community – black, indigenous, people of color, LGBTQIA2S+, those with developmental disabilities and psychiatric disabilities, are still experiencing higher levels of abuse, neglect, bullying, discrimination, and other forms of oppression. NDRN’s goal is to ensure that all people with disabilities are treated as full and equal citizens. NDRN is positioned to welcome a new Executive Director to lead the organization in this important new chapter and pursuit of change and lasting impact. NDRN is seeking an extraordinary leader-with the ability to inspire the dedicated NDRN staff, devoted Board of Directors and 57 Protection and Advocacy (P&A) and Client Assistance Programs (CAP) throughout the United States, territories, and Tribal Nations to create sustainable change. This is an exciting opportunity for a visionary disability rights leader to build on NDRN’s amazing legacy, engage new generations and fulfill a mission that impacts society.

The Organization and Impact

The National Disability Rights Network is a national, non-profit, member-driven organization consisting of State and Territorial Protection and Advocacy Systems including Client Assistance Programs. As a 501(c)(3) non-profit, NDRN is governed by a volunteer member board of directors which hires and evaluates the executive director and guides strategic planning and organizational direction for the network. Collectively, the P&A/CAP network is the largest provider of legally based advocacy services to people with disabilities in the United States. NDRN’s mission is to promote the integrity and capacity of the P&A/CAP national network and to advocate for the enactment and vigorous enforcement of laws protecting civil and human rights of people with disabilities. NDRN ensures that P&As/CAPs remain

Seeking a Senior Level Disability Rights Leader with Demonstrated Skills in:

- Leadership
- Relationship Management
- Strategic Planning
- Communications
- Fiscal Development & Management
- Administration & Operations
- Supervision/Management
- Legislative & Public Policy Advocacy

strong and effective by providing training and technical assistance. NDRN places high value on meaningful participation and contribution by its members' governance and employees. NDRN advocates and continually works towards positive system change on behalf of all individuals with disabilities including underserved and unserved minorities.

Position Summary

The National Disability Rights Network is seeking a transformational and visionary leader who holds disability justice as a core value. The new Executive Director of NDRN should be an experienced leader who understands the disability rights movement and is able to articulate and advocate for the core values, mission, and priorities of NDRN to all key stakeholders and constituent interests. The right candidate will bring the strategic vision and collaborative approach needed to enable the organization to continue to lead and drive the disability rights movement as the national standard bearer. NDRN's next leader will collaborate with leaders of other disability and civil rights groups. The new Executive Director must be an articulate and passionate ambassador to advance the organization's mission through innovative and creative use of all media in a broad range of settings to diverse audiences. The candidate must be available to work long hours and weekends. Travel is required. The new Executive Director will supervise and oversee a staff of 34 while managing the organizational operations and budget. The ideal candidate will demonstrate the highest ethical standards and operate with integrity and transparency in conducting the business of the organization. The Successful candidate must pass background employment checks and if required by various funding sources, must be able to obtain federal or other government suitability clearance(s).

Location

The new Executive Director will be based in Washington, DC. and will work at least part time on-site in the Washington D.C. office.

QUALIFICATIONS:

- Advanced degree in human services, public policy or law is preferred.
- Extensive relevant experience in services to constituent populations and/or association management.
- Demonstrated ability to work effectively with the Board to regularly assess progress toward agency's goals, identify the needs of the network, and establish priorities and implementation strategies.
- Demonstrated understanding of disability rights and the work of the Protection & Advocacy System (P&A) including the Client Assistance Program (CAP).
- Demonstrated understanding of intersectionality and the complex needs of the disability community.
- Demonstrated management expertise including knowledge of fiscal management, (including federal contracts and grant) personnel functions, and organizational development and planning processes.
- Demonstrated knowledge of the federally funded service system, the federal legislative process and experience in educating policy makers.
- Demonstrated ability to organize and prioritize complex tasks.
- Demonstrated interpersonal skills and cultural competence.
- Demonstrated experience and skill in public speaking.
- Demonstrated commitment to the human, civil and legal rights of all people including Black, Indigenous and People of Color.

Personal Characteristics

The new Executive Director must be a strong representational leader with an uncompromising commitment to advancing the rights of all people with disabilities. The successful candidate must demonstrate that they are an innovative, transparent, adaptive leader with the ability to build strong and effective teams and support employee personal and professional development. The ideal candidate will be a person with a disability and deep roots in the disability community. The successful individual should have the emotional intelligence to engage in honest self-reflection and receive constructive feedback, as well as the humility to share power and make thoughtful decisions. Proven success creating cultures defined by accountability, trust and respect are critical.

Compensation and Benefits

Commensurate with the experience and qualifications of the selected candidate, the salary range for the position is \$200,000 – \$250,000 annually. NDRN provides an excellent benefits package including a generous PTO plan, health, dental, and vision coverage partially paid by the employer. In addition, life insurance and long-term disability insurance are available, a Flexible Spending Account (FSA) and a 403(b) plan with a 6% employer contribution.

Reimbursement of basic relocation expenses will be considered for the exceptional candidate.

Application Process

Applications will be accepted until the position is filled. Applications will be reviewed as they are received. Applications should contain a resume and thoughtful cover letter, outlining how your skills and experience meet the qualifications of the position. Email to Christine Griffin, cgriffin@benderconsult.com with **NDRN Executive Director Search** in the subject line. Please include how you heard about the search. Only a select number of highly qualified individuals will be invited to participate in a formal interview process. This is a confidential process and will be handled accordingly throughout all phases of the recruitment and selection process.

NDRN has retained the executive search firm and certified disability-owned business enterprise, Bender Consulting Services, Inc. to conduct this search, www.benderconsult.com.

NDRN is an equal opportunity employer and values a diverse workforce and inclusive culture. NDRN encourages applications from all qualified individuals and does not discriminate in employment opportunities or practices based on race, color, ethnicity, religion, national origin, age, gender, pregnancy, gender identity or expression, sexual orientation, marital or familial status, veteran status, disability, AIDS/HIV status, medical condition, or any other characteristic protected by law.

NDRN is committed to providing reasonable accommodations to individuals with disabilities.