*P. O. Box 698*  *Talladega, Alabama 35161*

# POSITION AVAILABLE



#### Revised & Re-Advertised

#### R- 9132 Reference #116329451

**Posting Date: June 7, 2022**

**AIDB is sensitive to the needs of individuals who are Blind or Visually Impaired and/or Deaf or Hard of Hearing and for qualified applicants and employees will make reasonable accommodations.**

**POSITION** Alabama Freedom Center for the Blind (AFCB) Executive Director

Currently housed in Birmingham, AL, to be relocated to Decatur, AL

**ABOUT ALABAMA INSTITUTE FOR DEAF AND BLIND (AIDB)**

Alabama Institute for Deaf and Blind (AIDB) is the world’s most comprehensive education, rehabilitation and service program serving individuals of all ages who are deaf, blind, deafblind and multidisabled and their families. Founded in 1858, AIDB serves more than 36,000 infants, toddlers, children, adults and seniors with hearing and vision loss throughout Alabama each year.

Our services literally span a lifetime including five campuses in Talladega, ten regional centers located in Birmingham, Dothan, Huntsville, Mobile, Montgomery, Talladega, Tuscaloosa ,Tuscumbia, Opelika and Decatur with programs that range from early and senior intervention, traditional and nontraditional education services in residential and outreach settings and a manufacturing facility that is the state’s largest employer of adults who are blind and deaf

**ABOUT THE ROLE**

As one of eight Structured Discovery programs in the nation, the Alabama Freedom Center for the Blind (AFCB) Executive Director oversees full program operations, including transition to Decatur from Birmingham; and future staffing and programmatic development and expansion efforts. The position will direct the day-to-day AFCB operations including providing direct supervision to existing staff (clerical, instructional, residential, contract, interns and volunteers) and recruitment and scheduling of new students and staff – including future Director(s). The AFCB Executive Director will mentor staffers/students; conduct staff/student performance evaluations; provide staff/student professional development; provide leadership in curricula development/implementation and develop innovative programs. The AFCB Executive Director will have operational and fiduciary responsibilities for the Center (travel, payroll and requisitions) and will plan for and oversee facility needs; personnel needs and cross-training; conduct in-services; submit program reports, remediation plans and evaluations. The position is responsible for student attendance and reporting as well as planning, initiating and reviewing student programsfor continuous improvement, resulting in successful participant outcomes. The AFCB Executive Director participates in AIDB and AFCB strategic planning, marketing and public relations and in state and national meetings, workshops, presentations, conferences and consumer groups, documenting and sharing information learned, fully-establishing the AFCB as a regional and national program.

**ABOUT YOU**

You will play a vital role to ensure that the Structured Discovery Philosophy is infused in every programmatic component and decision rendered and that AIDB’s culture of inclusion is reinforced and that employees and students feel connected, recognized and proud to be a part of the organization. You will be part of several teams which include: The AFCB Advisory Council; Regional Center Case Management and Job Developer teams; and the Vocational Rehabilitation team.

**BASIC QUALIFICATIONS**

* Minimum of a Bachelor’s degree in Education, Rehabilitation Counseling, Rehabilitation Teaching, Social Work or a closely related field.
* Minimum of one (1) year experience working in a Structured Discovery Center and successful completion of six-to-nine months of training within a Structured Discovery Center.
* Minimum of three (3) years relevant experience in supervision and building/leading a team.
* Demonstrated knowledge of the Structured Discovery philosophy, illustrating the means to direct, evaluate, manage and enhance the AFCB.
* Proven comprehension of Orientation and Mobility; Assistive Technology; Braille; Social Work; Vision Rehabilitation Therapy; Rehabilitation Teaching; Job Coaching and Independent Living skills to fully direct and manage a successful Structured Discovery Program.
* Demonstrated supervisory/administrative experience including crisis management, managing multiple projects and working with ambiguity.
* Knowledge of federal statutes/laws in rehabilitation, workforce development, educational administration and programming, particularly regarding individuals with sensory loss.
* Proven ability to establish and maintain effective working relationships with staff; consumers and their families; program graduates; advisory groups; and agencies such as the Alabama Department of Rehabilitation Services along with peer Structured Discovery Programs.
* Demonstrated maturity, self-motivation, and the ability to exercise sound judgment.
* Demonstrated ability to participate as a contributing and responsible member of an executive team and an approach to administration including proven excellent people skills and ability to work on multiple teams.
* Must either possess or develop an understanding of cultures and needs of persons who are deaf, hard of hearing, blind, low vision or deafblind, ensuring all actions and decisions demonstrate a respect for and value of persons with sensory loss.

**PREFERRED QUALIFICATIONS**

* Master’s degree in Education, Rehabilitation Counseling, Rehabilitation Teaching, Social Work or a closely-related field.
* Five (5) years of relevant and recent experience in Administration or other related professional supervisory experience.
* Five (5) years of experience in building and leading a team.

**POSITION REQUIREMENTS**

* Must demonstrate competency in BRAILLE by scoring 90% on the AIDB Braille Skills Assessment within the first twelve (12) months of employment.
* Must complete AIDB online training on Deafness, Blindness, Visual Impairments, DeafBlindness and Multiple Disabilities within first twelve (12) months of hire.
* **Upon offer of employment, the applicant must submit to a fingerprint background check at an agency designated and paid by AIDB**

**SALARY: $87,568 - $129,333 Scale A1 Rank 02**

**(260 Days) Bi-Monthly Payroll - Direct deposit is required.**

**Benefits:**

* Health, dental, and vision insurance available
* Teachers Retirement System
* Deferred compensation options available
* Paid time off

**APPLICATION DEADLINE: Open Until Filled**

**T*his is an exempt position, and is not subject to overtime or compensatory provisions of***

***the Fair Labor Standards Act.***

**Click Below to Apply:**

[**https://al.harrisschool.solutions/AIDB/S/Application**](https://al.harrisschool.solutions/AIDB/S/Application)