Do you have the skills necessary to lead the World Institute on Disability?

Seeking a candidate with exceptional leadership, management, and relationship building skills to lead a national & international cross disability organization in impacting positive change for social, political and economic equality for people with disabilities.

Become the next **Executive Director/CEO** of the World Institute on Disability

# Position Summary

The Executive Director serves as the Chief Executive Officer of the World Institute on Disability (WID) and is responsible for the overall leadership and development of the organization. This person reports directly to the WID Board of Directors. The Executive Director provides leadership, strategic alignment, and capability with public, private and governmental agencies, national and international organizations, and political leaders. This person will demonstrate strong leadership behaviors and is capable of translating Board policy into measurable operational objectives. The Executive Director must possess strong leadership skills and vision to effectively align organizational structure and talent with the ability to provide guidance, coaching, and mentoring to his or her management team and the organization as a whole. This role must also demonstrate the ability to effectively manage, communicate, and sustain change. The Executive Director assists the Board of Directors in policy adoption and maintenance and evaluation of operational programs at WID and serves as WID’s spokesperson and liaison to other organizations.

Located in the birthplace of the disability rights movement, Berkeley, CA, WID’s mission in communities and nations worldwide is to eliminate barriers to full social integration and increase employment, economic security, and health care for persons with disabilities. WID creates innovative programs and tools; conducts research, public education, training, and advocacy campaigns; and provides technical assistance.

WID needs a highly skilled senior level leader to help shape the next phase of impact of a dynamic organization whose programs continue to grow in complexity, scale, and reach. The successful candidate will bring the strategic vision and collaborative partnership approach needed to enable the organization to continue to lead the removal of all barriers currently preventing people with disabilities from full access and integration. The ideal candidate will have polished communication and presentation skills and serve as an articulate and passionate ambassador and revenue generator for the organization in a broad range of settings to diverse audiences. The successful candidate can be located in Berkeley, CA or Washington, DC. This is an exceptional, high-profile national/international leadership opportunity.

# Major Responsibilities

**LEADERSHIP** – Exercise leadership and move others to action, both inside and outside of WID. Demonstrate a positive, results-oriented style that inspires people and broadens the circles of support for WID’s agenda and programs. Prioritize the goals and strategies approved by the WID board, as part of the annual budget and strategic plan and manage staff to realize these goals and implement these strategies.

**AMBASSADORSHIP** – Build and maintain relationships with other disability advocacy organizations. Work in close partnership with and collaborate with such organizations on a variety of disability policy issues and events.

**FISCAL MANAGEMENT** – Work with the Chief Financial Officer and relevant board and staff members to develop, implement, and monitor the annual budget and all other financial activities of WID. Exercise sound and prudent fiscal judgment to ensure that WID meets its financial obligations and annual budget goals.

**BOARD DEVELOPMENT AND REPORTING** – Work closely with the board and assist in board administration and governance issues.

**ADVOCACY** – Convene stakeholders to advocate for economic and social empowerment for people with disabilities at the state and federal levels.

**STRATEGIC PLANNING** – Develop a plan to continue to grow WID and build on its programmatic successes such as the **WID E3** program; the Employment, Economic, and Disability Benefit Empowerment programs, **New Earth Disability (NED)**, WID’s climate change initiative, **The New Leaders Fellowship Initiative program,**  **DPO Leadership and Management Training Initiative**; and **Accessibility Consulting.**

**DEVELOPMENT** – Work with the board and staff to broaden the financial support for WID, growing the budget and programs over time, and helping the organization achieve sustainable growth and long-term fiscal strength. Align development priorities with the organizational goals and strategic plan.

**COMMUNICATION ABILITY** – Use multiple communication channels to deliver a message that is clear, compelling, and creates a climate where diverse audiences understand the message and, to the extent possible, want to participate and support the message.

**TRAINING/COACHING SKILLS** – Foster the professional development of staff through coaching and feedback on results; take decisive action to address any performance problems.

**VISION** – Work with the board to develop and communicate a compelling vision for WID, and recognize, create, and capitalize on opportunities for organizational growth and success.

**POLICY KNOWLEDGE** –Work with the board and staff to position WID as a disability and civil rights policy thought leader by strategically participating in policy development, research, and coalition work.

**CREATIVITY** –Demonstrate openness and creativity in approaching problems and opportunities for WID and the disability community.

**ETHICS** – Demonstrate the highest ethical standards and operate with integrity and transparency in conducting the business of the organization.

# Position Requirements

## Experience

* A minimum of 7 years of management/leadership experience, fundraising, and fiscal oversight, or equivalent experience, preferably with a non-profit organization. Significant experience in marketing or business will be considered
* Excellent knowledge of disability policy and advocacy, with a demonstrated passion for social justice.
* Demonstrated thought leadership in advancing the inclusion of individuals with disabilities nationally and globally.
* Excellent established relationship and engagement success with the disability community.
* Non-profit experience preferred.
* Demonstrated commitment to diversity, inclusion and intersectionality.
* Excellent leadership skills.
* Ability to handle and manage change.
* International experience preferred.

## Education

* Minimum B.A./B.S.; an advanced degree preferred

## Competencies

* Excellent verbal and written communication skills
* Responsive to stakeholders in a timely manner
* Strong organizational, management, and interpersonal skills
* Ability to inspire and motivate colleagues, volunteers, funders, and coalition partners
* Strong team-oriented and collaborative ethic and approach
* Demonstrated ability to work well with everyone
* Basic technology skills, including MS Office/Google Suite of Apps and social media knowledge

## Ability to Travel is Required

# Apply Now

Submit your resume and cover letter by email to Christine Griffin at [cgriffin@benderconsult.com](mailto:cgriffin@benderconsult.com) with “WID Executive Director/CEO” in the subject line. Resumes and cover letters are due by **June 21, 2019**.

*WID is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. Persons with disabilities are strongly encouraged to apply. Accommodations provided upon request.*