

Executive Opportunity
Non-Profit Advocacy Organization

TITLE

Chief Executive Officer

**ORGANIZATIONAL
OVERVIEW**

Disability Rights Network of Pennsylvania

Founded in 1977, as Pennsylvania's federally mandated Protection and Advocacy Organization, DRN has become one of the most highly regarded and influential disability protection and advocacy organizations in the country. The Mission of the Disability Rights Network of Pennsylvania is to advance, protect, and advocate for the human, civil, and legal rights of all Pennsylvanians with disabilities. DRN identifies issues which are important to people with disabilities and seeks systemic change, social justice and reform through litigation, administrative advocacy, and public education. The organization possesses an exceptional team of passionate advocates, expert attorneys and a supportive board of directors.

DRN has an annual operating budget of over \$5M and a staff of over sixty people with offices in Harrisburg (HQ), Philadelphia and Pittsburgh. Currently, DRN is funded primarily through federal and state grants.

Additional information can be found on DRN's website:

<http://www.drnpa.org>

**EXECUTIVE
PROFILE**

The CEO is a knowledgeable and effective leader dedicated to protecting and advancing the rights of people with disabilities.

The CEO provides respectful, collaborative and accountable leadership to the entire staff and helps promote and foster a team oriented environment where work and accomplishments are shared and celebrated.

The CEO articulates and executes the mission and vision of the organization and aligns its activities and goals with the



priorities of the board and its stakeholders.

The CEO serves as the public face of the organization and is responsible for elevating its public profile, raising awareness of its mission throughout Pennsylvania.

The CEO works with the disabilities leadership community to promote meaningful advancement and positive change.

The CEO plays an influential role within the legislative community ensuring that DRN and its stakeholders have a seat at the policymaking table and that those policies and subsequent programs are in line with the needs and priorities of these stakeholders.

The CEO also initiates and engages opportunistic partnerships and coalitions with the advocacy community at large.

The CEO takes ultimate responsibility for the following system requirements:

- Legal and Administrative Advocacy
- Public Policy and Legislation
- Authority to Investigate Abuse and Neglect
- Public Input for Setting System Priorities
- Training, Education and Outreach

LEADERSHIP INITIATIVES & RESPONSIBILITIES

Initiatives

- Explore, develop and implement an external development program with the goal of strengthening and sustaining the organization over the long term through a more diversified and stable funding stream
- Recognize and encourage organizational pride, enthusiasm and focus staff energy around the DRN Mission and Vision and promote that Mission and Vision throughout the Commonwealth
- Get to know the entire staff of all three offices and the work they do as a team and as individuals
- Completely understand the grants that support the organization and collaborate with staff on ideas to extend resources when and where appropriate in order to maximize the effectiveness of those grants



- Make staff and board aware of significant legislative or policy developments that may affect the organization or the disabilities community at large
- Foster a respectful environment where two-way feedback and dialogue is valued and embraced
- Ensure that the resources, structure and supports are in place so that all teams can function at the highest level possible
- Celebrate and share credit with the entire team for victories that the organization earns through policy changes, legal settlements or positive legislative influence and outcomes

Responsibilities

- **Fiscal** - Working closely with the CFO, lead long range financial planning, budget development and keep board apprised through a timely and accurate reporting process. Allocate financial resources efficiently and responsibly with an emphasis on grant compliance and a balanced budget. Increase diversity of funding opportunities through non-federal grants that are consistent with DRN's mission and work
- **Board** – Engage, inform, educate, support and collaborate with a proactive, supportive and knowledgeable board of directors. Share a common purpose and a clearly articulated vision and mission
- **Strategic** - Support the board in their development of short term objectives and long term goals and in implementing the board's priorities, policies and directives
- **People** - Lead and be accountable to and for the entire staff and leadership team. Evaluate and allocate staff when possible to those roles that make the best use of their skills and passion. Support legal and non-legal staff in their advocacy activities when appropriate or necessary
- **Advocacy** – Understand and appreciate the process, nuances and stakes of both legal and non-legal advocacy



QUALIFICATIONS and ATTRIBUTES

The ideal finalists will have Executive Leadership experience with a clear record of accomplishment preferably with an advocacy oriented, not-for-profit organization.

A **combination** of the following specific qualifications and attributes is strongly preferred:

- A direct, personal connection to the disabilities community
- Strong leadership qualities, presentation skills and the ability to effectively communicate and interact with the board, staff, legislators, policy makers, constituents, stakeholders and other disability community leaders
- Makes sound, accountable decisions in a timely manner
- Is relationship-oriented with high integrity and able to establish trust, credibility and a direct, compelling, comfortable working relationship within a team oriented collegial setting
- Is approachable, with consensus building style, with specific accomplishments in increasing levels of collaboration, cross learning and open-door mutually respectful communication. Ability to coach staff to do the same
- Open to listening to and learning from other members of the team at all levels, the board, the disabilities leadership community and its stakeholders
- Pursues personal and team development opportunities
- Understands, appreciates and respects the history and reputation of the organization
- Experience managing a diversified advocacy organization with an annual operating budget of at least \$2M
- Knowledge and understanding of legal precedents and public policies that affect the mission or have the potential to be impacted by the actions of DRN
- Ability to travel as needed in and out of state in order to carry out the responsibilities of the position
- Bachelors Degree; (advanced degrees including Masters, Doctorates and Juris Doctorates are a plus but not essential for consideration)

COMPENSATION

A comprehensive package including base salary, health/life



insurance and other competitive benefits.

LOCATION

The position is based at the organization's headquarters in the state capitol of Harrisburg, PA. Harrisburg was recently recognized by Forbes Magazine as the second best place in the United States to raise a family based on an attractive cost of living, a diversified economy, access to high quality educational resources and a myriad of recreational and cultural outlets. Harrisburg is centrally located and easily accessible to New York, Philadelphia and Washington D.C.

CONTACT

Interested candidates and referral sources are encouraged to engage in a confidential dialog with the organization's exclusive executive search provider:

Please submit the following information no later than March 1, 2014 -

1. Cover letter describing your interest, relevant experience and qualifications along with your current resume, compensation and contact information
2. Three professional references which will only be contacted if you are considered a finalist candidate

Via email to:

HUDSON GAIN CORPORATION
DRNPACEO@Hudsongain.com

Or via USPS to:

Disability Rights Network of Pennsylvania
Attn: CEO Search Committee
1414 N. Cameron Street, 2nd Floor
Harrisburg, PA 17103

QUESTIONS

DRNPACEO@HUDSONGAIN.COM
attn: Search Consultant

All inquiries will receive a response.

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