

Seeking an Exemplary Leader!

**Disability Rights Wisconsin has an
employment opportunity for an:**

EXECUTIVE DIRECTOR

Who is Disability Rights Wisconsin:

Disability Rights Wisconsin (DRW) is the state's only cross-disability organization fighting for the rights of people with all disabilities. DRW arose out of a disability civil rights movement demanding the abuse of people with disabilities end and people with disabilities be included in life, school, workplaces, and communities. DRW was founded in 1977-with a small group of six staff, as the state's Protection and Advocacy (P&A) system charged with protecting individuals with disabilities from abuse and neglect, freeing them from institutional settings, ensuring their civil rights, access to education, and meaningful participation in their communities. DRW advances these human rights utilizing legal representation, information and referral, systems advocacy, outreach and training, monitoring, and abuse and neglect investigations.

We strive to create a welcoming and inclusive environment at DRW. We work to specifically address disability-related injustices at the intersections of disability and race, disability and gender, disability, and gender-based violence, and more. A diversity-based approach to disability rights recognizes the intersectional nature of oppression experienced by people with disabilities from underprivileged and underserved communities.

The organization is a 501(c)(3) nonprofit and currently maintains a nearly \$8 million budget, supported by several federal and state grants along with other funding. DRW's work is carried out by a team of 85 which includes devoted attorneys, tireless advocates, talented support staff located in offices in Madison and Milwaukee, and staff working remotely across the state.

What we rigorously uphold at DRW:

Mission: DRW challenges systems and society to achieve positive changes in the lives of people with disabilities and their families.

Vision: All persons with disabilities and their families shall be empowered to exercise and enjoy the full extent of their rights and to pursue the greatest possible quality of life.

Core Values: Diversity, Dignity, Independence, Accessibility, Inclusion, Human Rights, and Liberation.

Disability Rights helps people across Wisconsin gain access to services and opportunities through its advocacy and legal expertise. We regularly challenge systems and society to create positive change and improve the lives of people with disabilities. We accomplish this by:

- Promoting self-advocacy and serving as a legal advocate for people with disabilities and handling individual cases and systems-change litigation to achieve broad-based societal reform.
- Independently monitoring public and private institutions and programs serving people with disabilities.
- Advocating through public policy and legislative activities to give people greater choices in their lives and ensure their independence and inclusion in all aspects of community living.
- Empowering people and their families through our disability rights training, so they can advocate for themselves or others.

What we are seeking in our ideal leader:

DRW is seeking a fierce strategic leader and advocate with lived experience to lead with compassion, ensure justice, inspire, and influence results-oriented priorities and aspirations for the organization. The Executive Director (ED) will champion the critical work of our agency, fighting for the rights of people with all disabilities. The Executive Director serves as the civic image for DRW while inspiring operational vision and oversight. The ED will ensure organizational strength and financial viability and cultivate strong partnerships to move initiatives forward while sustaining and expanding funding to continue to enhance resources.

Position responsibilities:

Leadership, Fund Development, Public Policy, Commitment to the DRW Mission, Vision and Core Values -

- Be the primary public face for DRW by clearly articulating the mission of DRW and the issues facing people with disabilities.
- Support and engage with the Board of Directors in carrying out the responsibilities of strategic goals for the organization and staff.
- Strengthen functional relations with funders, coalitions, and organizational partners while cultivating new relationships with diverse cultural communities, organizations, and funders to advance DRW's mission. Uphold DRW's relationships with the National Disability Rights Network (NDRN).
- Strong commitment to listening, creating space for diverse perspectives, and advancing the pursuit of inclusive and just outcomes.
- Oversee and set funding levels for DRW's overall operations. Actively manage resource development activities to ensure funding levels budgeted are administered as planned.
- Competently manage grants and other funding, ensuring governmental compliance with reporting and application requirements; continually seek sources of funding that further the mission of DRW and those we serve.
- Vigorously work to boost unrestricted dollars to support the energies of public policy work.
- Foster internal confidence in team collaboration, reciprocated support agency-wide, and solidarity among staff.
- Manage and inspire key leadership staff across the organization.

- Oversee ethical and proper adherence to agency regulations, funder requirements, financial compliance, and internal policies.
- Actively present oral and written public policy addresses to legislative bodies and organizations to gain continual awareness and intensity to report on the needs of those with disabilities.
- Enduring development and strengthening of cooperative working relationships with advocacy groups, service providers, and organizations that will partner to advance the objective of improving the lives of individuals with disabilities.

Qualifications we are seeking:

- Experience working with persons with disabilities, especially from diverse communities, backgrounds, and perspectives. Lived experience preferably.
- Prefer three to five years of leadership experience in an organization engaging in strategic planning, management of personnel, budget development and oversight, grant and contract compliance, and managing change that a P&A agency embraces.
- Direct knowledge raising funds from private sources including foundations and individual donors, as well as federal and state government sources.
- Demonstrated experience and understanding of litigation and other legal activities, which are integral components of our Protection & Advocacy agency. This could include possession of a Juris Doctor degree but not required. Additionally, an undergraduate degree in a field that adds value to DRW's work could be favorable, but not required.
- Demonstrated ability to communicate with a broad range of audiences and stakeholders.
- Public policy efforts include advocating with legislators and public officials on behalf of public policy initiatives that benefit individuals with disabilities along with testifying in front of the state legislature.
- Demonstrated record of experience and/or leading a non-profit and/or successful business operation.
- Ability to lead with integrity, and fairness and conduct effective decision-making which encourages power sharing amongst staff. Proficiency to articulate decisions while continuing the nurturing characteristics of DRW and all we stand for.

About the work location:

The Executive Director position is headquartered in the Madison, WI office with time split with the Milwaukee, WI office, about an hour away. *Remote work is not an option at this time* — Candidates should have the ability to travel statewide as required / needed for maximum effectiveness. At times, evenings, weekends, or extended hours may be necessary. The Executive Director reports to the DRW Board of Directors.

Madison, WI houses the state capitol, the University of Wisconsin Madison, and is consistently listed as one of the best places to live and work.

Benefits & Compensation:

Disability Rights Wisconsin places an unparalleled value on the well-being of our staff. The following benefits are offered for permanent employees who work 20+ hours per week:

Health, Dental, and Vision Coverage; Short-Term and Long-Term Disability Insurance; Life Insurance; 401(k) Retirement Plan with Employer Contribution; Flex Spending Account; Critical Illness Insurance; Identity Theft; and Pet Insurance.

Generous paid time off policies include: 10 Fixed and 4 Floating Holidays; Sick and Personal Leave; Vacation Pay; Anniversary Pay; Comp Time for Salaried Employees; Volunteer and Voting Time off; and Bereavement Leave.

Additionally, Employee Assistance Program (EAP); Commuter Choice, and Sabbatical Leave.

The exempt salary range for this position is \$115,000 to \$130,000, commensurate with experience/skill set.

How to Apply:

Application materials should be submitted electronically. (If you require accommodation with this or any portion of the application/interview process, please email the address below as alternate formats are available.)

- Candidates should send a current resume and reflective cover letter outlining how their expertise and experience match our opening.
- Applications accepted through May 5, 2023.
- Only selected individuals determined by the Executive Search Committee will be invited to participate in a formal interview process.

searchcommittee@drwi.org

Or you may apply on our website:

<http://www.disabilityrightswi.org/about/careers/>

If you have a question that you would like answered before applying for employment, please forward them to: searchcommittee@drwi.org

Visit our website at: www.disabilityrightswi.org

Disability Rights Wisconsin is a private non-profit organization that protects the rights of people with disabilities statewide. Our mission is to advance the dignity, equality, and self-determination of people with disabilities.

EEO/AA | DRW is an equal-opportunity employer. All applicants will be considered for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran, or disability status.