

Executive Director

We are on the hunt for an Executive Director ready to lead with heart, humor, and a hefty dose of humanity. If you're passionate about turning challenges into triumphs and believe true leadership is about empowering every voice, you're the missing piece in our puzzle. Join us, where your dedication to inclusivity lights up lives.

RRCI, formerly known as Red Rock Center for Independence, is a non-profit organization that serves people of all ages with any type of disability. Core services are provided at no cost to the consumer. In addition to other services, RRCI empowers people with all disabilities through personalized advocacy for those seeking outside services, skills training at an independent living center, community education and outreach, and peer support. The ED will oversee and support a staff of 15-20 employees specializing in various aspects of these and other goals, which may include occasional travel around the Southern Utah area.

RRCI is disability-run and disability-focused.

Individuals with disabilities are encouraged to apply.

Reporting to the board of directors, the executive director (ED) will oversee our programs and staff's operations and strategic planning. The ED will empower and guide the team in elevating relationships with members, partners, and policymakers to ensure that organizations serving the disability in rural communities are well supported. The ED will also partner closely and build relationships with national change agents and funders to ensure the organization is financially healthy and sustainable and positively impacts the movement. The ED will Uphold a culture of respect, inclusivity, and understanding, ensuring that all voices are heard and valued, especially those of the individuals we serve.

Objectives of this Role:

- Work closely with the board of directors to assess and address issues affecting the organization.
- Oversee daily operations of the organization, providing executive direction for program strategies and efficiencies, compliance, and quality assurance.
- Identify and address staffing requirements for efficient operations and maintain a strong work culture that attracts and retains people while driving the organization's mission.
- Increase awareness of the organization by being the main spokesperson and liaison with local media.
- Develop an actionable plan for fundraising and managing grant funds and donations.
- Comply with all county, state, and federal regulations in relation to grants and reporting.

Responsibilities

- Create business plans for achieving goals and objectives set in collaboration with the board of directors.
- Meet annual fundraising goals in partnership with the board of directors by securing financial support from foundations, corporations, individual donors, and government funding sources.

- Work with staff and board on annual fundraising benefits and additional events and oversee all external communications, including website, marketing collateral, newsletters, and social media.
- Serve as the face of the organization and participate in external events to increase visibility, credibility, and market brand, and develop strategic partnerships to increase community awareness and expand programs.
- Build and lead an effective team dedicated to fulfilling the organization's mission through highly successful programs, community engagement, and fundraising.

Required Skills and Qualifications

- Bachelor's degree (or equivalent) in business, finance, behavioral sciences, social services, or related discipline
- Experience working with individuals with disabilities and other diverse populations, preferably in a professional capacity.
- Five or more years of experience in senior management, preferably with nonprofit organizations.
- Strong experience in public relations, marketing, and fundraising.
- Knowledge of leadership and management principles for nonprofit organizations.
- Entrepreneurial mindset with an innovative approach to business planning and change management.

Preferred Skills and Qualifications

- Dynamic and charismatic team player who enjoys being the public face of an organization.
- Proven success working with a board of directors.
- Experience in managing budgets.
- Exceptional verbal, written, and visual communication skills.
- Experience working with disabled populations

Benefits: Health and Dental insurance, Paid time off, 401K, and a chance to make a difference in people's lives.

Compensation and Schedule: \$70,000 - \$85,000 per year DOE, Salaried full-time in-person position, Mainly M-F 8-5; some evenings and Saturdays for special events

Application Guidelines: Please submit a resume and cover letter detailing how your skills meet the requirements of the position to careers@rrci.org

Individuals with disabilities will be given preference

Non-discrimination: RRCI encourages those with disabilities to apply, does not discriminate against employees or potential employees, and is an equal opportunity employer with regard to the gender, age, disability, ethnicity, race, religious beliefs, or sexual orientation of individuals.

Reasonable Accommodation Notice: Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require reasonable accommodation to apply for or perform your job. Examples of reasonable accommodation

include changing the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

Independent Living Program in Utah

The purpose of the Independent Living Program of Utah is to “promote a philosophy of independent living including a philosophy of consumer control, peer support, self-help, self-determination, equal access, and individual and system advocacy, in order to maximize the leadership, empowerment, independence, and productivity of individuals with disabilities, and the integration and full inclusion of individuals with disabilities into the mainstream of American society.” (45 CFR Part 1329)

The program is supported through funding authorized under Title VII, Chapter I, Part C of the Rehabilitation Act, as amended by the Workforce Innovation and Opportunity Act (WIOA). As the Designated State Entity (DSE), the Utah State Office of Rehabilitation (USOR), a division of the Department of Workforce Services (DWS), provides grants to designated Independent Living Centers (ILCs) that are consumer-controlled, community-based, cross-disability, nonresidential, private nonprofit agencies who provide independent living (IL) services. At a minimum, centers funded by the program must provide the following IL core services:

1. Information and referral;
2. IL skills training;
3. Peer counseling;
4. Individual and systems advocacy; and
5. Services that facilitate the transition from nursing homes and other institutions to the community, provide assistance to those at risk of entering institutions, and facilitate the transition of youth to postsecondary life.
6. Services to assist older individuals (age 55 or older) whose significant visual impairment makes competitive employment extremely difficult to attain but for whom independent living goals are feasible.

Independent Living Centers also may provide (among other services) services to older blind or visually impaired consumers, psychological counseling, assistance in securing housing or shelter, personal assistance services, transportation referral and assistance, physical therapy, mobility training, rehabilitation technology, recreation, and other services necessary to improve the ability of individuals with significant disabilities to function independently in the family or community and/or to continue in employment.