



**President & Chief Executive Officer
Cicero, Illinois**

In July, 2013, Seguin Services Inc. merged with United Cerebral Palsy Association of Greater Chicago (UCP Chicago) to become United Cerebral Palsy Seguin of Greater Chicago, or UCP Seguin. Growth has characterized UCP Seguin's history, as it has grown over the past 30 years from \$16 million in annual services to now more than \$47 million. At the same time, UCP Seguin is proud to have maintained its emphasis on smaller, more integrated settings of no more than 4-6 people per residential setting and the imperative to find an individualized way to meet each person's needs.

The President & CEO of UCP Seguin will provide executive management, strategy and planning, program delivery, external collaboration, resource development (including fundraising), finance and budgeting, board relations and governmental affairs. He/she/they will manage and administer the agency's \$47 million budget, assets of \$39 million, 74 group homes, 10 day service sites, 500 staff, and the organization's base of 269 volunteers. This leader will inspire and guide a team, think strategically about how to balance mission and sustainability, raise resources in support of the mission, promote best practices, be a servant leader and advocate on behalf of people with physical, developmental and behavioral disabilities throughout the Greater Metropolitan Chicago area.

The candidate we seek will be a proven and effective leader who is passionate about improving the quality of life for individuals with disabilities and who possesses a keen understanding of the landscape of services to people with disabilities including resource constraints and unmet needs. This entrepreneurial individual will bring leadership characterized by a visionary outlook; the ability to garner broad internal and external support; extraordinary success creating strong, effective, collaborative teams; sound business, financial and management acumen; the propensity to increase visibility and both government and philanthropic resources for the organization; and the fortitude to carry forward major new projects and initiatives.

With a strong focus on planning and management, the ideal candidate will demonstrate leadership through developing a compelling and inspired vision, mobilizing the organization in its achievement and utilizing strategic agility to anticipate future consequences and trends accurately.

Experience nurturing a culture of collaboration, innovation, excellence and transparency at all levels among staff in a complex enterprise is desired. A proven track record of successful strategies to identify, recruit and retain talent is essential. The ability to lead employees in

multiple locations as an effective team of closely coordinated, highly professional, accountable staff members is a must as is being open-minded and a history of thoughtfully receiving and considering new and different ideas. The successful candidate will be a person who understands and strongly values diversity within both staff and community bases.

The successful candidate will have demonstrated management acumen utilizing sound business principles. The preferred candidate will understand large enterprise management and is knowledgeable of current and possible future policies, practices and trends affecting the organization. Given the diversity of revenue streams at the organization, the ideal candidate will demonstrate a proven track record of successful financial management as well as negotiating large, complex agreements. Experience with board governance, development, management and engagement is preferred.

As a strategic leader in fundraising and other revenue activities, the successful candidate will have the ability to establish and maintain strong relationships with funders, potential donors and other sources of financial support. Experience in or understanding of relationship-driven philanthropy involving individuals, foundations and corporations is preferred; personal experience soliciting resources is a plus.

A good listener, he/she/they will lead through influence, collaboration and innovation and always adhere to an appropriate and effective set of core values and beliefs in decision-making. The candidate will have a strong communication style, both verbal and written, and possess the ability to relate to a wide variety of constituents including elected officials, municipal, state and federal bureaucracies, businesses, civic groups, donors, regulators and other advocates. They will engage with and support the organization's clients and their families, parents, guardians and all those who advocate for them. Possessing superior political savvy, he/she/they will have experience maneuvering through complex political situations effectively, anticipating challenges and planning his/her/their approach accordingly.

A bachelor's degree is required; a graduate degree is preferred. Affiliation with and leadership in local, state or national professional associations and continuing education and professional development is a plus.

To apply, please submit a current resume and letter of interest to Kittleman & Associates, LLC at <https://bit.ly/3gpHnmz> (click on the Apply button at the bottom of the page).

For more information about UCP Seguin, please visit <https://ucpseguin.org/>.