



THE 360 GROUP
— EXPECT THE UNEXPECTED —

National Organization on Disability

President

Position Description & Candidate Profile

President

Location

New York (remote)

Reports to

Board of Directors

Our Client

Celebrating its 40th anniversary in 2022, the National Organization on Disability (NOD) is the nation's oldest cross-disability rights organization, representing America's 61 million people with disabilities. NOD is the country's premier resource for businesses and advocates on disability inclusion, recognized for its annual Disability Employment Tracker – through which NOD collects data from companies on employment rates of people with disabilities; its Corporate Leadership Council, in which more than 60 companies are represented; and its professional advisory services to companies employing – or seeking to employ – people with disabilities.

NOD's founder, Alan A. Reich, became the first person to address the U.N. General Assembly from a wheelchair in 1981. The following year, he founded NOD to continue the momentum of promoting the importance of hiring people with disabilities. NOD envisions a future in which *every* individual with a disability has access to opportunities that enable them to thrive in the workplace and in life. To achieve this vision, NOD works with companies to hire and accommodate people with disabilities, and works as a key collaborator in advocating for critical legal protections and advancements that address this large and often overlooked population of Americans. Through analyzing data, communicating what works and policy advocacy, NOD promotes impactful, lasting solutions that increase employability, visibility and inclusion.

NOD receives significant corporate and foundation funding, has a strong professional staff (many of whom live and work with a disability), and is governed by a highly engaged, committed and influential board. NOD's Corporate Leadership Council, a community of companies focused on disability inclusion, contributes revenue and invaluable data on employing people with disabilities.

Learn more about National Organization on Disability at [NOD.org](https://www.nod.org)!

Position Responsibilities

NOD seeks a leader who is deeply committed to the mission of disability inclusion. This leader will demonstrate thought leadership and a growth mindset; depth of experience with hands-on management of an organization of NOD's size or larger; experience in communicating and engaging with a sophisticated and diverse group of stakeholders including corporate leaders, policymakers, and government officials; fundraising expertise; and advocacy experience. The successful candidate must possess strategic and operational leadership skills and management acumen, working closely with the Board, staff, and key stakeholders. This position directly supervises the Chief Operating Officer, Manager of Corporate and Foundation Relations, Chief Communications Officer and an Executive Assistant, and oversees a team of what will soon be approximately 20 employees.

Specifically, the President will be responsible for:

Thought Leadership and External Engagement

- Building and maintaining a highly visible organizational presence for corporate partners, businesses, political leaders and the public
- Seeking and acting on opportunities to increase the organization's profile and strengthen connections to NOD's strategic priorities
- Ensuring that NOD's work reflects a comprehensive and compelling story consistent with the organization's core values, brand and advocacy agenda
- Developing and maintaining productive relationships with leaders in the political, business, labor and advocacy sectors
- Serving as a convener of disability focused groups to align on shared priorities and maximize the impact of advocacy efforts
- Expanding and deepening relationships with the Corporate Leadership Council to generate financial support for NOD and address inclusion in the workplace

Management

- Providing caring and ambitious leadership that fosters trust, collaboration, and high morale; empowering a talented and self-directed team; and encouraging an inclusive workplace comprised largely of professionals with disabilities
- Ensuring that all organizational communications enhance NOD's external presence and the impact of its work
- Coordinating efforts across the organization, ensuring that program and policy work, finances and fundraising, communications, and marketing are well integrated

- Ensuring implementation of effective performance management systems, supporting professional development opportunities at all levels
- Communicating regularly and effectively with the board, establishing trust and fostering strong board and committee engagement and collaboration

Revenue Management, Fundraising and Financial Performance

- As NOD derives much of its revenue from the Corporate Leadership Council, leveraging the annual Tracker Survey and insights from the data to help Corporate Leadership Council members understand how to increase self-disclosure rates and better manage their human capital
- Cultivating strong relationships with key corporate leaders (especially Chief HR and DEI Officers) as well as foundation and government supporters, expanding NOD's revenue base and capacity
- Working with senior NOD leaders, managing the development and monitoring of annual budgets
- Ensuring that NOD meets all legal obligations concerning financial management, reporting, taxes, audit and other related matters

Profile of the Successful Candidate

NOD seeks an experienced leader with a depth of experience on disability inclusion issues. The successful candidate will have superb communication and presentation skills, along with an effective and collaborative interpersonal manner that lends influence and yields results. The successful candidate will be a strategically-minded leader, and will be able to work across multiple sectors - business, the disability advocacy community, and government.

More specifically, NOD seeks a professional who has:

- Significant leadership experience in managing a similarly sized organization, including its financial, operational and strategic performance
- A growth mindset that can develop ways to expand NOD's product and service offerings
- An orientation toward execution, partnering with staff to achieve results
- Demonstrated ability to create balanced and reasoned approaches to problems, combined with flexibility and openness to differing points of view
- Intimate knowledge of, or proximity to, the experiences of people with disabilities and the disability policy landscape
- Deep and authentic commitment to diversity, equity and inclusion, as evidenced by personal and professional disposition and track record
- Experience in working with corporate, foundation, labor and government leaders

- Experience driving and modeling a healthy organizational culture
- Exceptional management skills, with an understanding of the difference between leadership and management
- Well-developed business and financial acumen that balances mission needs with revenue goals
- Excellent judgment and negotiation skills, with an eye toward translating strategy into relationships and results
- A willingness to iterate a strategy and approach, with the ability to recognize the need to course-correct as necessary

In addition, the successful candidate will likely have:

- Ten or more years of leadership experience and a demonstrated track record of effectively contributing to meaningful organizational growth and maturation
- Prior experience in leading a nonprofit or senior leadership experience in corporate or governmental settings, preferably with a focus on disability inclusion and/or accessibility
- Experience in creating partnerships that leverage organizational relationships and opportunities

Start Timeframe

We seek to have someone in place by late summer/early fall 2023.

Compensation

This position offers a competitive salary with a range of \$325,000 to \$400,000 and includes a comprehensive benefits package. We actively welcome all candidates, inclusive of those who may be disabled, from a wide range of backgrounds who have the skills to fulfill this role – regardless of compensation history.

To Apply

All applications are held in strict confidence. Please submit your credentials and a letter of interest through our private applicant portal to The 360 Group at:

<https://the360group.us/portal/>

Applications should be directed to the attention of Vincent Robinson, Managing Partner; Melissa Ulum, Of Counsel; or Monica Rodgers, Senior Consultant. Applications will be reviewed on a rolling basis. Earlier applicants may receive priority consideration. To be considered, The 360 Group encourages all interested

candidates to submit their applications promptly, via the confidential applicant portal linked above.

At The 360 Group, we know that a richly diverse mix of professionals makes organizations more effective. Using that principle as our “North Star,” we make diversity a hallmark of our firm, and all of our search engagements.

Learn more about The 360 Group at the360group.us.