



CIDNY
Center for Independence
of the Disabled, NY

Are You Ready To Lead A Premier Disability Rights Center In New York City?

Become the next Executive Director of the Center for Independence of the Disabled, NY

The Opportunity

This is a rare opportunity for a proven disability rights leader to become the next Executive Director of a well known, highly respected civil rights organization in New York City. The next Executive Director of the Center for Independence of the Disabled, New York (CIDNY) will inherit an organization that has an established reputation as a leader among civil rights organizations and independent living centers throughout New York, the Northeast and the Nation. CIDNY is a financially stable, mission-driven organization with a strong culture of disability rights values. The work of CIDNY's staff, most of whom have disabilities, covers multiple programs in 5 mandated core areas including peer mentoring, skills training, information and referral, advocacy and transition. CIDNY is an important voice in New York City and State government advocating for public policy changes that improve the lives of people with disabilities. The individual fortunate enough to be chosen for this position will have significant disability rights leadership experience and skills. Driven by a deep passion for human rights and social justice, CIDNY's Board and staff place a high value on a leader who is self-aware, committed to disability and social justice, open to shared learning and genuinely compassionate. This is an outstanding position for a strategic, and visionary leader to build on more than four decades of innovative disability rights advocacy in New York City.

The mission of the Center for Independence of the Disabled, NY (CIDNY) is more important now than ever before. People with disabilities are up against unending challenges exacerbated by Covid 19 – increased economic inequity, discrimination in accessing health care, transportation, effective communication, in addition to unnecessary institutionalization and a lack of accessible housing options. In short, discrimination against people already pushed to the sidelines.

ABOUT CIDNY

CIDNY is a nonprofit organization founded in 1978. CIDNY is part of the Independent Living Centers movement: a national network of grassroots and community-based organizations that enhance opportunities for all people with disabilities to direct their own lives. CIDNY is the voice of people with disabilities in New York City. CIDNY staff and Board include social workers, lawyers, and other highly qualified professionals, most of whom are people with disabilities. The staff all have a strong belief in self-determination and bring valuable life experience and insights to their work. We are racially and ethnically diverse with the ability to communicate in over 27 languages including American Sign Language. CIDNY speaks for everyone who lives with a disability, whether it came at birth, by injury, disease, or during the process of aging. Together, we educate the public. We advocate for our civil rights and a strong safety net of benefits and services. CIDNY makes sure that our voices are heard where and when issues affecting our lives are decided. To learn more about CIDNY and to see position description go to www.cidny.org

CIDNY is a consumer-driven, community-based, cross-disability, private non-profit organization that is designed and operated within New York City by individuals with disabilities. With an annual budget of more than \$7 million, CIDNY is led and staffed by a dedicated team of 80 employees, the majority of whom have disabilities themselves. CIDNY was founded as part of the independent living movement, which began in 1972 and is rooted in civil rights and social justice movements.

Organization History

Founded in 1978, the Center for Independence of the Disabled, NY (CIDNY) supports people with disabilities to achieve goals that will improve their lives, equip them with skills, and involve them in advocacy to bring about greater inclusion in our society. CIDNY's purpose is to ensure full integration, independence, and equal opportunity for all people with any kind of disability by removing barriers to the social, economic, cultural, and civic life of the community. In the organization's 40-year history, CIDNY has achieved dramatic improvements providing direct services and advocacy for people with disabilities seeking access, health care, employment, transportation, education, disaster preparedness planning, voting and housing.

Position Summary

CIDNY is seeking a full-time candidate with exceptional disability rights leadership, management, and relationship building experience and skills to lead a New York City based cross disability non-profit public interest independent living center. The right candidate will bring the strategic vision and collaborative approach needed to enable the organization to continue to lead and drive the disability rights movement in New York City. The successful candidate must have persuasive, effective communication and presentation skills. The ED candidate must be an articulate and passionate ambassador and revenue generator for the organization in a broad range of settings to diverse audiences. The best candidate can demonstrate that they are an innovative, transparent, adaptive leader with a commitment to effective team building, employee development, mentoring, coaching, and supporting all CIDNY staff.

Mission

CIDNY's goal is to ensure full integration, independence, and equal opportunity for all people with disabilities by removing barriers to the social, economic, cultural, and civic life of the community.

Location

Currently, in response to public health guidelines concerning COVID-19, CIDNY's staff is working remotely. It is expected that they will continue working remotely at least through the spring of 2021. Ideally, when restrictions are lifted and congregant workplaces are deemed safe, the new Executive Director will work on-site in the Manhattan, New York office.

Executive Director Roles & Responsibilities

The new ED will work closely with the CIDNY board of directors to lead the organization in a manner consistent with its core mission, develop and communicate a compelling vision for the organization and lead the CIDNY team with a positive, results-oriented style that inspires staff and broadens the circles of support for CIDNY's work. The successful candidate must foster and promote the professional development of staff and continue to increase the diversity, equity and inclusion within and outside of the organization. The new ED must have working experience with all disability rights laws, the Independent Living Philosophy (Rehabilitation Act of 1973 as amended) and how to apply it within the day-to-day operations of a consumer driven organization.

With staff, board, donors, advisors and stakeholders, the new ED will develop a strategic plan that continues to promote CIDNY's role as a premier independent living center of the disability rights movement in New York and throughout the nation.

The successful candidate will serve as a passionate ambassador and revenue generator for the organization in a broad range of settings. The new ED will advance the organization's mission and brand through innovative and creative use of media. The ideal candidate will apply fundraising strategies and maintain and advance donor relations.

The new ED will oversee CIDNY's management team in fulfilling their roles as leaders as well as supervise and oversee a staff of 80 employees. The ideal individual will manage organizational operations and budget and must demonstrate the highest ethical standards. The successful candidate must operate with integrity and transparency in conducting the business of the organization.

Qualifications

Required Education and Experience

The ideal candidate **MUST** have strong management and disability rights leadership experience.

1. A Bachelor's degree is required, an advanced degree and/or law degree is preferred.
2. Nonprofit management experience of seven to ten years is necessary, preferably in a disability rights or independent living setting.
3. Knowledge of the civil rights movement for people with disabilities, including current trends and issues, and federal civil rights laws prohibiting discrimination on the basis of disability. Systemic advocacy experience is preferred.
4. Experience working with non-profit volunteer board.
5. Documented experience in employee supervision including a successful track record of recruiting and retaining a diverse team.
6. Lived experience with a disability.
7. Excellent coalition-building skills.
8. Excellent organizational development skills.
9. Superior oral and written communication abilities.
10. Exceptional presentation skills.
11. Strong analytic skills.
12. Ability to influence others and educate policy makers.
13. Ability to travel within the state and nationally.

Personal Characteristics

The new ED is an experienced and passionate disability rights leader with an uncompromising commitment to advancing the rights of all people with disabilities. The successful candidate has lived experience as a person with a disability and deep roots in the disability community. The ideal candidate can demonstrate proven success in creating and maintaining cultures defined by accountability, trust and respect. The successful individual is a compassionate listener who can make thoughtful, hard decisions when necessary.

CIDNY is an equal opportunity employer and values a diverse workforce and inclusive culture. CIDNY encourages applications from all qualified individuals and does not discriminate in employment opportunities or practices on the basis of race, color, religion, national origin, age, gender, gender identity or expression, sexual orientation, marital or familial status, veteran status, disability, AIDS/HIV status, medical condition, or any other characteristic protected by law.

This policy applies to all terms and conditions of employment including recruiting, hiring, placement, promotion, termination, layoff, leaves of absence, compensation, and training.

CIDNY is committed to providing reasonable accommodation to individuals with disabilities.

Compensation & Benefits

Commensurate with the experience and qualifications of the selected candidate, the salary range for the position is \$150,000 – \$175,000 annually with the possibility of a performance based bonus. In addition to generous paid time off, CIDNY provides an excellent benefits package including a 403(B) tax deferred retirement account.

Expected Start Date is June 1, 2021.

A relocation stipend will be considered for the exceptional candidate.

Application Process

Applications will be accepted until the position is filled; however, serious candidates should submit applications, on or before, February 15, 2021. Applications will be reviewed as they are received. Applications should contain a **resume** and thoughtful **cover letter** that **must** describe how your skills and experience meet the qualifications and personal characteristics stated above and in the job description. Email application and any request for accommodations to Christine Griffin, cgriffin@benderconsult.com with **CIDNY Executive Director Search** in the subject line. Please include how you heard about the search.

CIDNY has retained the executive search firm and certified woman with a disability-owned business enterprise, Bender Consulting Services, Inc. to conduct this search, www.benderconsult.com.