

Employment Opportunity

President/CEO

Easterseals Wisconsin



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ABOUT THE ORGANIZATION



[Easterseals Wisconsin](#) has exclusively retained [The QTI Group](#) to lead the search for a **President / CEO**.

Since 1926, Easterseals Wisconsin has provided a variety of programs to help people with disabilities live independently, become self-sufficient, and enjoy life more fully.

As a nonprofit, 501(c)3 organization with a mission of increasing independence, maximizing opportunities, minimizing barriers, and enhancing the quality of life for people with disabilities, Easterseals' Wisconsin's programs include:

- **Camp Wawbeek**, which runs year-round for kids aged 7 to adults, with a low staff to camper ratio and activities like swimming, camping, talent shows, archery, arts and crafts, field trips, and more.
- **Respite Camp**, a safe and nurturing place where youth and adult campers are provided with care and support while their caregivers take a break from day-to-day caregiving.
- **FARM & Vocational Services**, support farmers returning to work after a disabling accident or illness and help those who have previously encountered barriers in the traditional workforce find fulfilling work through self-employment.
- **Public Education & Community Services**, including a disability awareness curriculum and the Disability HelpLine of Outagamie County.
- **Veterans Family Camp** where families can reconnect with one another and network with other veterans while having a fun and relaxing weekend with many optional activities.



As one of the oldest charitable organizations in the state, Easterseals Wisconsin serves close to 10,000 children and adults with disabilities and their families each year throughout Wisconsin.



ABOUT THE OPPORTUNITY



Easterseals Wisconsin seeks a visionary, mission-driven leader to serve as its next **President/CEO**.

Reporting to the Board of Directors, the President / CEO provides strategic and operational leadership, executes the policies and directives of the board, provides oversight and direction for a staff of 30+ employees, and furthers the philosophy and objectives of Easterseals Wisconsin in accordance with Easterseals National.

Key Responsibilities

Board Governance & Relations

- Work closely with the Board of Directors, ensuring the organization's activities serve the Easterseals mission, strategic priorities, and financial stability.
- Promote the integrity and strength of board leadership and clarity of role, governance, and policies.
- Serve as liaison to board committees.

Strategic & Executive Leadership

- Advance and promote the mission of Easterseals Wisconsin.
- Seek new opportunities for service growth in public and private sectors, strategic alliances, and other opportunities to support the mission of the organization.
- Collaborate with board and staff to develop and implement strategic plans.
- Ensure that budget, staff, programs, and priorities are aligned with the agency's mission.
- Develop and maintain positive relationships with key stakeholders, including Easterseals National, public and private agencies, government entities, and other groups with an interest in serving people with disabilities.
- Represent Easterseals Wisconsin to a broad range of constituents and the general public.

Operational & Financial Leadership

- Hold overall responsibility for organizational operations, hiring program leaders, and managing organizational finances.
- Protect and promote financial stability by preparing and controlling the organizational budget.
- Ensure fiscal compliance on matters related to Easterseals Wisconsin's nonprofit status, annual audit, and financial recordkeeping.
- Oversee marketing activities, branding strategy, public relations, and communications.
- Provide oversight and management of technology, facilities, and capital projects.

Development Oversight

- Provide leadership and oversight of development activities.
- In collaboration with development staff, set fundraising goals and identify, cultivate, and solicit donations to support the work and mission of Easterseals Wisconsin.
- Promote and advocate for Easterseals Wisconsin and its work in fundraising and public functions.

Program Oversight

- Monitor programs, ensuring they are meeting goals.
- In collaboration with program staff, identify opportunities to expand programming and impact.

People Leadership

- Foster a workforce culture driven by communication, collaboration, camaraderie, recognition, and professional development.
- Recruit, train, and supervise key management staff and empower them to lead their departments and meet goals.

Position Requirements

Required

- Demonstrated effectiveness as a leader who has worked to improve the quality of life for individuals with disabilities and who has awareness of and sensitivity to disability issues and implications for the individual and community.
- Minimum of five years of progressively increasing responsibility in leadership duties.
- Knowledge of and experience with nonprofit boards of directors.
- Demonstrated experience in staff supervision, with success in creating, leading, and motivating collaborative teams.
- Knowledge of human resource management.
- Proven success with relationship- and mission-driven philanthropy involving individuals, foundations, and corporations.
- Sound financial management acumen, including budget development and discipline and fiscal management and analysis.
- Experience planning, developing, and negotiating government grants and contracts.
- Exceptional written and verbal communication skills, interpersonal skills, and public speaking experience.
- Demonstrated ability to lead collaboratively and build trusting relationships.
- Persistence, flexibility, resilience, initiative, sound judgement, and strong organizational skills.

Preferred

- Bachelor's degree in social services, health or rehabilitation administration, or related field.
- Experience in nonprofit leadership.
- Experience running overnight camps or similarly complex programs.
- Experience managing youth programs.

Travel

- Significant statewide travel is required to be present at agency programs. Access to a vehicle is required.

APPLICATION & SELECTION PROCESS



[Easterseals Wisconsin](#) has exclusively retained [The QTI Group](#) to lead the search for a **President / CEO**. The QTI Group is a comprehensive human resources advisory services firm founded in 1957. QTI is headquartered in Madison, WI.

Compensation: This position offers a salary of \$170,000-\$190,000, commensurate with experience and qualifications. The full compensation package includes access to a suite of employer-sponsored benefits and paid leave.

Location and Schedule: This full-time position is primarily remote. The person in this role must reside in Wisconsin and be able to travel throughout Wisconsin an average of five to seven days per month, including occasional nights and weekends, to participate in Easterseals Wisconsin programs and related events.

For more information, please contact:

Jess Courtier

Executive Search & Recruiting Consultant

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608.888.8138

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Application deadline: Monday, August 31, 8:00am CT.