



POSITION ANNOUNCEMENT

Louisiana Association for the Blind (L.A.B.) seeks a President and Chief Executive Officer to provide strategic leadership to launch the organization into its second century of fulfilling its mission to provide rehabilitation, training, and employment for people who are visually impaired. This will be accomplished by working with the Board of Directors and Management Team to establish long-range goals, strategies, plans and policies.

L.A.B. was established in April 1927 to provide services, training, and employment to people who are visually impaired. In 2021, L.A.B. is a financially strong organization with thriving manufacturing and commercial divisions serving the AbilityOne® Program and the community. L.A.B.'s Community Services Division provides vision rehabilitation services, rehabilitation engineering, and employment services throughout North and Central Louisiana.

Position Title: President and Chief Executive Officer

Reports To: Board of Directors

Wage Category: Exempt

Position Location: Shreveport, Louisiana (must reside within the Northwest Louisiana area, defined as the parishes of Caddo, Bossier, DeSoto, Webster, Claiborne, Bienville, Red River, Natchitoches)

Overview:

The President/CEO (PCEO) of Louisiana Association for the Blind demonstrates strategic, visionary leadership, and is responsible for the success of all aspects of the organization in accordance with the direction and policies established by the Board. The PCEO assures L.A.B.'s full transparency and accountability of the organization to its constituency.

Responsibilities and Duties include but are not limited to:

Management

- Provide general management of every department/division of the organization.
- Develop and monitor the agency's annual budget, working in cooperation with the Board and Executive Team.
- Utilize a contemporary operating system (EOS currently in place at L.A.B.), to establish and monitor short- and long-term goals; make adjustments as needed to ensure advancement of the mission.
- Foster a success-oriented, accountable environment and culture within the organization.

- Ensure all activities of the organization adhere to all federal, state, local, legal, and contractual requirements.
- Enhance and/or develop, implement, enforce, and adhere to company policies and procedures that will improve the overall operation and effectiveness of the organization.
- Promote programs and services that are produced in a cost-effective manner, employing economy while consistently maintaining acceptable quality levels.
- Evaluate and advise on the development of long-range planning, introduction of new programs and services for the blind community throughout North and Central Louisiana.

Business Development

- Drive the company to achieve and surpass sales, profitability, business goals and objectives, and grow employment at all levels for people who are blind.
- Direct business expansion efforts that will contribute to the overall growth and visibility of L.A.B. through collaboration with the private sector, government (federal, state, and local), and other nonprofits.
- Identify, research, evaluate, and execute acquisitions and mergers; develop potential alliances.

Public Policy

- Collaborate with Louisiana-based NIB NPAs to develop annual public policy agency to address state and federal issues that impact the organization, Louisianans who are blind, and/or the AbilityOne Program.
- Work with elected officials, regulatory agencies, representatives of the nonprofit sector, and constituents to promote local, state and federal legislative and regulatory policies that encourage support of issues related to L.A.B.'s mission and that of the AbilityOne® Program.
- Raise public awareness of the agency and its services at the local, state, and national levels, serving as the chief spokesperson for L.A.B.

Qualifications and Competencies

- Education: Master's degree in business, organizational psychology, or related.
- Meaningful Professional Training and/or Successful Experience
 - Proven track record with 5+ years in executive leadership at a producing organization with annual revenues of \$10+ million, and is affiliated with the AbilityOne® Program.
 - Operating systems (e.g., EOS, Rockefeller Habits, System and Soul, etc.)
 - Business planning and entrepreneurship
 - Budgeting and financial management
 - Manufacturing and commercial enterprises
- Skills:
 - Effective communication, which starts with effective listening
 - Contemporary strategic planning
 - Lead, manage, hold accountable
 - Effective delegation

- Characteristics:
 - Passion for L.A.B.'s mission and the people it serves.
 - Cultural competency with people who are blind, have low vision, and/or have other disabilities.
 - Respectfulness, authenticity, humility, fairness, accountability, transparency, and trustworthiness.
 - Leads by example; focuses on the big picture.
 - Commitment to inclusion, diversity, equity, and accessibility.

How to Apply

1. Deadline for receipt of applications is Monday, July 26, 2021. Applications received after the deadline will be rejected.
2. Send cover letter and resume to CEOsearch@lablind.com.
3. No phone calls, please.

Disclosures

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire. All applicants will also be required to pass a pre-employment drug screen and background check.

Louisiana Association for the Blind (L.A.B.) provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran status, disability, or genetics, or any other classification protected by federal, state, or local law.