Chief Executive Officer
Position Specification | 2023
The Arc – Mission and Values

The Arc is the largest national community-based organization advocating for and with people with intellectual and developmental disabilities (IDD) and serving them and their families.

**Mission**  The Arc promotes and protects the human rights of people with intellectual and developmental disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.

**Vision**  The Arc works tirelessly to uphold our vision that every individual and family living with IDD in the United States has access to the information, advocacy, and skills they need to support their full inclusion and participation in the community throughout their lifetimes.

**Organizational Information**

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<th>Category</th>
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<tr>
<td>Leadership</td>
<td>Board &amp; Staff</td>
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<tr>
<td>Financials</td>
<td>FY22 Audited Financial Statements &amp; FY21 Form 990</td>
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<td>Annual Report</td>
<td>2021 Annual Report</td>
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<td>Planning Documents</td>
<td>Strategic Framework for the Future of the Arc</td>
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<td>Access, Equity, &amp; Inclusion at The Arc</td>
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<tr>
<td>Staff</td>
<td>46</td>
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<td>Budget</td>
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The Arc was founded in 1950 by parents who believed their children with IDD deserved more – to be included in their communities and to pursue fulfillment and happiness just like everyone else. Ever since then, The Arc has continued to grow and evolve along with the changing needs and issues people with disabilities and their families face — and has played a pivotal role in changing the public perception of disability.

Through the decades, The Arc has advocated for the passage of state and federal legislation on behalf of people with disabilities and established a broad network of state and local chapters that range from small voluntary groups to large, professional organizations.

The Arc of the United States is committed to ensuring an accessible process for candidates. Please contact TheArcCEO@heidrick.com with any inquiries or requests.
With hundreds of state and local chapters across the country, The Arc’s chapter network is on the frontlines from first breath to last to ensure that people with IDD have the support and services they need to be fully engaged in their communities.

Our chapters provide a wide variety of services, supports, and advocacy for people with IDD and their families. This varies by chapter and includes but is not limited to:

➢ individual and public policy advocacy;
➢ residential, educational, and vocational services;
➢ person-centered financial planning;
➢ recreational activities;
➢ and other supports that meet the unique needs of the community.
For nearly 70 years, The Arc has been at the forefront of the fight for the civil rights and inclusion of people with intellectual and developmental disabilities (IDD) and their families, playing a lead role in major victories in civil rights, community living, education, income security, and other important issues. Click here to learn more about our policy work.
We are at the table for every major public policy fight and advancement impacting the lives of people with disabilities. We have fought to close institutions and make life in the community possible, we have opened the school doors for students with disabilities to be included in the classroom alongside peers without disabilities, and we have advocated for affordable health care access.

We still have work to do, but we know we can succeed with strong federal policy advocates working hand-in-hand with grassroots activists like you.
Our Initiatives

The Arc carries out its mission of protecting and promoting the rights of people with intellectual and developmental disabilities (IDD) and their families through innovative programs. Our initiatives touch almost every aspect of life in the community. By sharing our knowledge and conducting trainings and events, our programs help connect communities and inform efforts to broaden inclusion across the country.

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<td>Technology</td>
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In 2020, The Arc network finalized its Strategic Framework – with goals, strategies, and tactics to move The Arc toward achieving its vision with intrinsic flexibility to pivot to meet real times changes and challenges.

Developed over two years through the collaboration of The Arc’s chapters, councils, committees, and working groups, this Strategic Framework declares our vision of the future for people with IDD and reflects our deep commitment to work with and for them, their family members, an supporters to make that vision a reality.

Our Goals

HUMAN DIGNITY
Every member of society recognizes and respects the human dignity of people with IDD.

SELF-DETERMINATION
People with IDD are masters of their own lives and destinies, with help from family, friends, and other supporters if needed.

QUALITY SUPPORTS
People with IDD and their families have timely access to the quality supports and services they need and want to achieve a life of personal significance.

POWERFUL VOICE
The Arc is an even stronger, more diverse force for change, capable of wielding power with and on behalf of people with IDD and their families at the local, state, and national levels.

Our Strategies

BUILD THE MOVEMENT
Mobilize a more powerful national movement of people to be activists for change

SPEAK TRUTH TO ANYONE WHO WILL LISTEN
Work with people with intellectual and developmental disabilities and their families to amplify their stories

ADVOCATE
Aggressively advance the interests of people with intellectual and developmental disabilities and their families before the government

EXTEND OUR REACH
Expand and sustain our presence as a critical part of the fabric of every community where people with intellectual and developmental disabilities live

INNOVATE
Capitalize on the collective knowledge and creativity of our federation of chapters to envision, pilot, and implement new and improved programs

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The Position

ORGANIZATION OVERVIEW

THE POSITION

THE PERSON

ENGAGEMENT TEAM

• Position Title
Chief Executive Officer

• Location & Work Environment
Washington, DC

The Arc values flexibility and balance in our employees’ lives, and embraces the connection and inclusion gained from in-person relations. Employees experience a flexible work environment that includes hybrid options for working in the office at least once per week and working from home. Majority of work is completed on a computer and in meetings (in-person and virtual).

• Reports To
The Board of Directors, The Arc of the US

• Position Summary
The CEO of The Arc of the US will lead the largest national community-based organization advocating for and with people with intellectual and developmental disabilities (IDD).

The next CEO must be a dynamic, engaging, and collaborative leader who can work with chapters, staff, and the IDD community to develop and implement a transformational strategy that meets the unique needs of the community.

They will cultivate critical partnerships and coalitions that advance The Arc’s ability to advocate and serve the IDD community. Additionally, the next CEO will develop The Arc’s branding and reputation in ways that allow greater activation of its chapter network, services, and advocating power as well as surface new funding opportunities.

It is an exciting time to join The Arc of the United States and partner with a passionate, effective team and hundreds of dedicated chapters to continue the organization’s critically important work.

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Responsibilities

- Uphold and activate The Arc’s mission, vision, and position statements to best serve the IDD community.

- Partner with the Board of Directors, national staff, and chapter leaders to execute the organization’s Strategic Framework and chart a course for the organization’s future.

- Serve as The Arc’s primary ambassador among the IDD community and the broader public; develop and nurture relationships with key government and coalition partners to ensure The Arc is involved in key collaborations and maintains an important and influential role in critical conversations.

- Foster communication, collaboration, and a unified coalition among The Arc’s 600+ chapters; investigate chapter needs to deepen value proposition for chapters of the Arc.

- Possess and consistently demonstrate the ability to foster trust, build meaningful relationships, and energize a vast network of stakeholders.

- Work collaboratively with the national staff, the fundraising board, and other partners to promote development and fundraising efforts and jointly implement fundraising strategies that will sustain and grow The Arc’s advocacy and initiatives.

- Lead a motivated, committed senior leadership team; support the recruitment, development, and mentoring of team members; continually provide opportunities for staff professional development.

- Continually build and foster an inclusive environment and a culture of accountability, trust, and transparency; prioritize and lead accessibility, equity, and inclusion (AEI) work across the federation and ensure adoption of an AEI lens across all initiatives.

- Safeguard, verify, and maintain the accountability of The Arc’s assets and oversee the formation of the annual budget in partnership with the executive team.
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The Person

**ORGANIZATION OVERVIEW**

- **Culture Impact**
  - **Mission-Driven** – Demonstrated passion for The Arc’s mission. Professional experience in IDD topics, disability advocacy, and/or lived experience is preferred, not required.
  - **Collaboration and Trust** – Fosters an organizational culture with frequent, open communication and high levels of trust and feedback.
  - **Inspirational Leadership** – Effectively leads by delegating to and empowering staff. Motivates and inspires staff, chapters, board, donors, and other stakeholders to achieve ambitious goals. Ability to energize and mobilize a wide network to collaboration and action. Proven commitment to establishing and implementing an organizational vision.
  - **Commitment to AEI** – Proven commitment to championing AEI in an organization.

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The Arc is an equal opportunity employer and does not discriminate in its selection and employment practices. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, political affiliation, sexual orientation, gender identity, marital status, disability, protected veteran status, genetic information, age, or other legally protected characteristics. Black people, Indigenous people, people of color; lesbian, gay, bisexual, transgender, queer, intersex people, people of marginalized genders; people with disabilities; protected veterans; and formerly incarcerated individuals are all strongly encouraged to apply.

Any candidate requests for accommodations may be directed to TheArcCEO@Heidrick.com.

For a plain language version of this position specification, please reach out to TheArcCEO@Heidrick.com.
The Engagement Team

Review of candidates will begin immediately. Applications (cover letter or resume), inquiries, and nominations can be sent to: TheArcCEO@Heidrick.com

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Compensation for this role will be determined based on experience and skill set, with an anticipated salary range of $375,000 to $500,000. This range does not include any incentive-based compensation. The Arc of the US encourages any candidate who might have interest to reach out to Heidrick & Struggles for a preliminary conversation.

Heidrick & Struggles serves the executive leadership needs of the world’s top organizations as a trusted advisor for leadership consulting, culture shaping and senior-level executive search services. Our data driven solutions empower senior executives and boards of directors to transform their organizations by leveraging top talent and accelerating performance across all layers of the business.