



POSITION GUIDE

POSITION: President/Chief Executive Officer

ORGANIZATION: Noble of Indiana
www.nobleofindiana.org

LOCATION: Indianapolis, IN

REPORTS TO: Board of Directors

START DATE: Immediate

REWARDS:

- **Highly competitive total compensation package commensurate with experience & ability.**
- **Benefits package including health, dental, disability and matched 401k**
- **The reward of making a significant contribution in the lives of people with disabilities**

MISSION, VISION & VALUES

Noble's mission is to create opportunities for people with developmental disabilities to live meaningful lives.

Noble's vision is to be the provider of choice for people with developmental disabilities in Central Indiana.

Noble's core values include: Dignity, Integrity, Community, Excellence, Accountability, Self Determination and Creativity.

HISTORY OF NOBLE

Noble was founded in 1953 by a group of families and friends of individuals with developmental disabilities. Rejecting the advice of doctors to institutionalize their loved ones with disabilities, they formed Noble School to offer these individuals something society refused to do: provide them with an education.

In 1960, Noble opened a sheltered workshop for adult participants, demonstrating their capabilities to the corporate community and their value as part of the workforce. As Noble grew in both numbers served and in the array of services provided, the organization changed its name to Noble Centers. Society's growing acceptance of individuals with disabilities spread to the public schools

as the government passed the Individuals with Disabilities Education Act (IDEA). This legislation assured that students of all abilities would have the right to an education.

In 1986, Noble started the state's first Supported Employment service, enabling adults with disabilities to become valued members of the local workforce. Striving to promote inclusion in the community became the agency's vision, and so Noble shifted its focus to enabling individuals to participate in their neighborhoods, schools and workforce. In 1996, the agency became Noble of Indiana to reflect its drive toward greater community involvement for individuals of all abilities. Noble continued to broaden its reach in the community by serving people, especially young children in surrounding counties. Noble provides early intervention services to several hundred infants and toddlers each year through the state First Steps Services, providing case coordination as well as developmental, occupational and physical therapies.

In 2001, Noble took another step in promoting community inclusion by initiating Noble Communities. This demonstration project, funded by the Lilly Endowment, has led Noble to develop an exciting new model of supporting individuals with developmental disabilities that is built around their very personalized and individual goals and dreams. Person-centered planning and jobs in the community are the legacies of that initiative.

Today, Noble is a community human service organization committed to delivering services and advocacy for 2,200 individuals and their families with an \$11 million annual budget and \$5 million in reserves and endowment. Noble has four locations for delivering services in Marion and Hamilton Counties and offers many activities in community settings. Noble serves as The Arc of Greater Indianapolis, championing the needs and rights of individuals with intellectual and developmental disabilities on a local, state and, as appropriate, national level.

More information about Noble of Indiana, including Noble of Indiana's Annual Report for 2007 and most recent 990, can be obtained from Noble's website: www.NobleofIndiana.org.

THE POSITION:

We are seeking a dynamic, experienced and passionate President/Chief Executive Officer who shares our values and desire to improve the lives of people with disabilities.

Our CEO will be responsible for leading the Noble organization in pursuit of its mission – and will be accountable for the following:

1. Proactively interpret industry indicators such as government and private funding streams, government controls, competition/marketplace and consumer needs to insure that Noble's business model, strategic plan and operations are appropriately positioned, responsive and robust.
2. Perform a lead role in fundraising initiatives and activities. Serve as a key advisor to Board members to assure effectiveness in their fundraising roles.
3. Cultivate and maintain enduring and productive relations with current and potential state, local and (as appropriate) federal government funding sources, Noble partners and critical

stakeholders. Operate as the chief public advocate and spokesperson for Noble and effectively represent its mission and goals to our sponsors, contributors, government, and the media.

4. Deliver on strategic critical success factors through directing the implementation of strategic imperatives, insuring the success of our day-day operations, maintaining a viable, creative and productive senior management group and ensuring the quality and effectiveness of our programs and services.
5. Direct the achievement of annual financial goals. Responsible for P&L. Guide in the preparation of the annual and capital budgets, monitor financial performance for control purposes, and provide financial reports, interpretation and remediation to the board.
6. Lead and inspire our management team and workforce to deliver their services with excellence, passion and enthusiasm for our consumers. Stay abreast of changing needs of our consumers and ensure Noble remains the supplier of choice.
7. Participate in state and national professional associations and forums concerned with developmental disabilities and gain ideas and experiences that will contribute to the field and benefit Noble.
8. Participate in the life of the community by participating in civic and cultural activities, joining appropriate local clubs and business associations and attending major community events. Actively recruit new Board members and supporters for Noble.

REQUIREMENTS:

The successful candidate will possess the following (or commensurate) experience, education and proven skills and attributes.

Experience:

- At least 5 years of proven leadership experience in a human service delivery organization with experience in delivery of services to people with disabilities desired
- Demonstrated success in fundraising and external relations
- Prior record of managing multi-function organization P&L and achieving financial goals
- Knowledge and experience with non-profit board governance and full utilization of board of directors
- Direct supervisory experience of senior level managers
- Experience in strategic plan development and delivery
- Knowledge of government funding streams such as Medicaid waivers and their operation is preferred
- Experience leading in a values driven organization

- Individuals with an accomplished record in other fields who demonstrate a relevant understanding and commitment to the non-profit sector through civic and/or philanthropic achievements are encouraged to apply

Education:

Advanced degree in the leadership and administration of human services is preferred. Some examples include: MHA, MPH, MBA, MSW

Proven Skills & Abilities:

- Ability to lead with passion, vision, direction and inspiration
- Results oriented and responsive. Ability to deliver on goals and objectives
- Innovative thinker, imaginative problem solver
- Calculated risk taker and balanced decision maker
- Business and financial acumen
- Strong interpersonal, engagement and relationship skills
- Team leadership and staff development
- Collaboration, and facilitation skills
- Consumer focus and advocacy
- Strong communication and presentation skills and the ability to influence
- “Presence” with community leaders, grant makers, and program thought-leaders
- Flexibility, adaptability and resiliency
- Self starter with high energy and contagious enthusiasm
- Ability to support and promote our core values of dignity, integrity, community, excellence, accountability, self determination and creativity

APPLICATIONS

Interested candidates must submit a letter articulating their interest and salary requirements, along with a current resume, no later than July 25, 2008 to Mr. Louis Daugherty, Search Committee Chair, at CEOsearch@NobleofIndiana.org.

Noble of Indiana is an Equal Opportunity Employer and encourages applicants who represent diverse cultural, socioeconomic and ethnic orientations