

**CSAVR CEO Key Qualifications**

**Executive Leadership & Strategic Vision**: The ideal candidate should have a proven track record of leading large, multifaceted organizations, with experience in setting and executing long-range strategic plans. This includes demonstrating transformational leadership in driving change, innovation, and sustainable growth within a nonprofit, for profit, or public service environment.

**In-Depth Knowledge of Vocational Rehabilitation & Disability Services**: Key experience working within the vocational rehabilitation arena is preferred. The candidate should be well-versed in the unique challenges and opportunities within the field, understanding the complexities of serving individuals with disabilities and complex needs. Experience interfacing with state and national agencies, policymakers, and community organizations is a must.

**Financial Acumen & Business Management**: The role demands a candidate who is adept at managing multi-million-dollar budgets and making data-driven financial decisions while ensuring operational efficiency. Expertise in business functions—ranging from revenue generation to financial oversight—is crucial for sustaining impactful programs.

**Public Policy & Advocacy Expertise**: A deep understanding of federal and state policy environments (including Medicaid, Medicare, and vocational rehabilitation legislation) is essential. The candidate should have a history of successfully translating policy into actionable programs, engaging with stakeholders across government, healthcare, and community spheres, and advocating for systemic change.

**Relationship Building & Stakeholder Engagement**: Since the CEO is the public face of the organization, exceptional communication and negotiation skills are required. The candidate should excel at building and maintaining diverse partnerships, from collaborating with CSAVR Officers, Executive Committee and Membership to government entities, and engaging with community stakeholders and private sector leaders.

**Innovative, Inclusive & People-Centered Leadership**: The candidate must embody a person-centered philosophy, fostering an inclusive and transparent organizational culture. They should have a demonstrated commitment to diversity and inclusion, empowering staff and community members alike, with creative problem-solving skills and the energy to inspire a high-performing team.