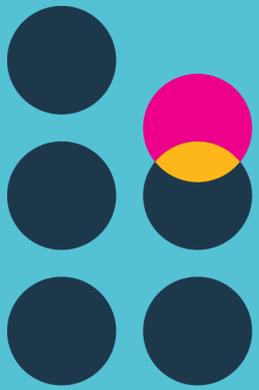


PRESIDENT & CEO



**SIGHT
CONNECTION**

For the Blind & Partially Sighted



The Organization

Established in 1965, Sight Connection, formerly Community Services for the Blind and Partially Sighted, is an independent, not-for-profit, 501(c)3 organization serving the blind and low vision communities. Sight Connection's mission is to enhance the ability of people with vision loss to lead active independent lives. Sight Connection's projected budget for 2018 is \$1.3M and there are currently 17 budgeted staff positions.

With a recent departure of the President & CEO, Sight Connection has embarked on a re-tooling of all current structures and paradigms in an effort to increase organizational efficiencies, expand services, and increase revenue. Several major changes have been implemented, these changes include: a comprehensive organizational assessment and response plan, staff restructuring, updated financial modeling, enhancement and most importantly, a shift to a collaborative inclusive culture for staff, board, and partner agencies.

You can learn more about Sight Connection's Mission and History [here](#).

To see the latest news and events from Sight Connection, please click [here](#).

For more information about Sight Connection's programs and services, please click [here](#).



Watch this brief video to learn more about Sight Connection

The Position

Reporting to the Board of Directors, the President/CEO directs the development, implementation, and evaluation of all aspects of Sight Connection. As the leader, chief administrative officer, and public face of Sight Connection, s/he is responsible for both the internal and external health of the organization, including oversight of personnel, budgets, and programs, as well as the management of relationships with donors, affiliates, and public officials.

The Profile

Sight Connection is seeking a President/CEO who is passionate and committed to advancing the understanding of and need for low vision services. The ideal candidate will possess excellent management skills, strong fiscal management acumen, an inspiring strategic vision, highly developed communication skills, and the energy and drive to shape the future of Sight Connection. The preferred candidate is authentic, sincere, and genuine with high ethical standards and integrity beyond reproach.

As an internal manager and leader, the President/CEO clearly articulates Sight Connection's mission to staff, and serves as an outstanding role model for its effective execution. In addition, the President/CEO must be adept at preparing annual income projections and expense budgets, and providing regular financial reports to the Board to monitor the overall financial health of the organization.

A true partner to the Board, the President/CEO develops and updates Sight Connection's strategic goals including ambitious and achievable targets for community impact and growth.

In addition, s/he supports effective decision-making by apprising Board members in a timely manner of all trends, resources, developments and challenges that impact Sight Connection.

As a key spokesperson for Sight Connection, the President/CEO serves as the primary relationship manager for major donors, is an official liaison in the community and the authorized representative at organizational and government meetings, and develops and maintains working relationships with other community and governmental agencies whose work is related to Sight Connection. In addition, the President/CEO is an active participant in relevant community organizations, civic institutions, and professional societies to promote awareness of Sight Connection, and oversees and engages in advocacy of policies and initiatives, at both the local and state levels.

The ideal President/CEO will be a confident leader with a sophisticated ability to mobilize people on behalf of Sight Connection's mission. The President/CEO will have a record of engaging communities of stakeholders, including Board members, staff, donors, partners and affiliates, inspiring and empowering them to achieve strategic initiatives in a growth environment. S/he will combine excellent leadership skills with a practiced eye for operational efficiency and effectiveness in support of a high functioning team. Finally, exceptional interpersonal skills – including diplomacy, sensitivity, and ability to listen – that inspire confidence and trust among stakeholders and partners are a must.

Opportunities for Impact

- Form and foster positive, productive working relationships with staff members, Board members, funders, partner agencies, community and civic leaders, and other stakeholders.
- Work with the interim President/CEO, staff, and Board to complete an organization assessment with an eye on revenue enhancement, operational efficiencies, staffing levels and reporting relationships, and systems improvements.
- In collaboration with the Development Director, craft a comprehensive fundraising plan that includes major donor cultivation, corporate and foundation grants, government funding, planned giving, and other contributed income streams.
- Create a business plan focused on current earned revenue streams like retail sales and the optometry clinic, as well as potential new sources of earned revenue for Sight Connection with the broad goal of creating multiple, sustainable revenue streams leading to long-term viability and stability for the agency.
- Work with partner agencies and organizations to identify the unmet needs of Sight Connection's service population, then craft a plan that outlines specific steps that the organization can take to design and implement programs and services to fill the gaps.
- Ensure that the appropriate policies and procedures are in place to attract and retain high caliber staff members, foster a productive, positive, and inviting work environment, and provide opportunities for professional growth and development.
- Work with Board leadership to develop a matrix of skills and expertise necessary for a high-functioning Board of Directors, then play an active role in identifying, recruiting, and on-boarding new members to fill any gaps.
- Serve as Sight Connection's chief spokesperson in appearances, interviews, and other public forums, becoming a recognized and compelling voice for the low-vision community.

Qualifications

In addition to a commitment to the mission of Sight Connection, candidates should possess 15 years of progressively responsible experience, including at least 5-7 years in a leadership role within non-profit organizations. A Bachelor's degree is required; Master's degree or evidence of continued professional development is preferred.

Preference will be given to candidates with demonstrated experience leading an organization through significant change with sensitivity, clear vision and excellent communication skills to guide the process. Further, significant experience serving as a public representative of an organization to a wide range of stakeholders, including clients, donors, community groups and organizations, and the general public would be advantageous.

To Be Considered

Sight Connection and SQR2 Consulting are progressive employers and are committed to a policy of equal employment opportunity for all. Sight Connection and SQR2 Consulting embrace diversity of thought and personal experience, and encourage members of underrepresented groups to apply. For immediate consideration, please visit our website [here](#) and submit a cover letter of no more than two pages along with a resume to Mr. Ed Rogan, Principal Consultant, Square Two Consulting. You may direct your questions to Mr. Rogan via email (ed@sqr-2.com) or by calling 206.697.8428.

