

Residential Opportunities Incorporated (ROI), in Kalamazoo, Michigan is beginning a search for a Chief Executive Officer (CEO). ROI is a well-established and well recognized non-profit agency that for over 40 years has played a vital role in providing housing, behavioral health, and autism services in Southwest Michigan. The upcoming retirement of the long-time CEO of the organization creates an extraordinary and rare opportunity for the right leader to continue a tradition of excellence in care for those with intellectual and developmental disabilities.

Since 1978, ROI has provided residential and support services in Southwest Michigan for individuals with intellectual and developmental disabilities. As a 501(c)(3) charitable organization with an annual budget of over \$23 million, ROI is committed to providing the absolute highest quality services. ROI's focus is helping people realize their hopes, dreams and goals through a strong person and family centered approach proven successful in fostering and supporting a lifelong and strong connection with the community. ROI is accredited through the Commission on Accreditation of Rehabilitation Facilities (CARF) and is committed to being an anti-racist organization.

ROI employs more than 400 individuals divided into teams led by highly qualified Managers and Program Directors and overseen by our CEO, COO and CFO. Along with residential and independent living services serving adults with intellectual and developmental disabilities, the agency has multiple other service lines including premier residential treatment programs for children and adolescents with autism, outpatient behavioral treatment centers for individuals on the autism spectrum, as well as payee and affordable housing services. ROI has been a leader locally and in the state of Michigan for equitable housing and integration into the community for all citizens to reach their potential and independence.

By partnering with the Board of Directors and a seasoned and highly accomplished leadership team, the new CEO will be critical in guiding the agency into a new decade of exciting growth with continued emphasis on equity and service for this vulnerable population. The candidate for CEO position will benefit from a well thought out orientation/secession program and guidance from the existing leadership staff and a Board of Directors committed to provide support for success.

Qualifications:

- Master's Degree in a Human Service field and 5 years' experience working with individuals with disabilities, at least 2 of which are in administration (OR equivalent experience and qualifications as approved by the Board of Directors)
- Leadership experience in an organization with greater than 100 employees and/or annual budget of at least \$10,000,000; experience working in the Non-profit and behavioral health field preferred.
- Demonstrated excellence in communication, interpersonal, organizational, presentation, and problem-solving skills; and ability to work as an effective team member.
- Fluency in inter-agency and governmental advocacy for the organization in the larger human services system.
- Experience working with people with diverse backgrounds or working on anti-racism initiatives

This is a rare and exciting opportunity in Kalamazoo, Michigan, a thriving and unique community that has been recognized for its excellence in education, local governance, philanthropy, and quality of life. The Kalamazoo community has a lot to offer with an abundance of nearby leisure and cultural activity, affordable housing and the Kalamazoo Promise for free in-state tuition for students in the public school system. Application deadline is 03/05/2021. Review of candidate applications will begin immediately. Please submit your resume, letter of intent, and three professional references to:

ROI CEO Search Committee
c/o Human Resources Director
Residential Opportunities Inc.
1100 South Rose Street
Kalamazoo, MI 49001
or via email to: CEOSearchCommittee@resopp.org