PROVAIL

LIFE OPPORTUNITIES FOR PEOPLE WITH DISABILITIES

CHIEF OPERATING OFFICER

LOCATION: SEATTLE, WA

TIMELINE: WINTER 2021

search conducted by:

diversityrecruiters

OPPORTUNITY

As a new position to the PROVAIL executive team, the chief operating officer (COO) will be a key strategist, thought partner, and leader within the organization. Reporting to the chief executive officer (CEO), the COO will have strategic and operational responsibility for PROVAIL's 3 key programs: Mobility and Communications, Employment Services, Community Living (Home and Lifestyle). The person in this role will be responsible for the implementation of programmatic initiatives that result in increased impact, and access to services, for people with disabilities. The COO will work in partnership with 3 program directors who manage PROVAIL's complex day-to-day operations. The COO will be someone who will work collaboratively with other leaders throughout the organization to ensure efficiency and alignment, guaranteeing operational and financial excellence.

The COO will be a critical driver, leading the organization towards increased sustainable growth and innovation. PROVAIL is ready and poised to serve greater numbers of clients, generate increased revenue, and improve operational efficiency, all of which speak directly to the mission and vision of the organization.

STRATEGIC LEADERSHIP

- Provides a future-oriented mindset with an emphasis on impact.
- Actively engages and facilitates conversations that lead to increased collaboration and shared understandings
- Participates in budget planning – ensuring both a short-term and long-term perspective are represented
- Is a visible champion of building a inclusive and equitable work environments

PROGRAMATIC LEADERSHIP

- Uses performance data to understand and evaluate program outcomes
- Fosters a culture of continuous improvement and accountability
- Is an advocate and liaison for program operations – leveraging and positioning the needs of the service areas
- Identifies opportunities to dismantle operational silos in service deliver and administration

Organizational Overview

Vision

We see a world where all people live life based on their own choices.

Values

PROVAIL…

- Honors self-directed life choices
- Values growth, discovery and new experiences
- Encourages independence, integration, and inclusion in and by the community
- Upholds the value of health and safety throughout the agency
- Supports respect and dignity of the individual
- Celebrates creativity, innovation, and forward thinking
- Recognizes that the sustainability of the organization is essential to its future

Who we are…

Located in Seattle Washington, and serving King and Snohomish counties, PROVAIL addresses critical gaps in services for the disability community. PROVAIL provides services for children, youth, and adults with a broad-range of abilities – including those with the most severe challenges, for whom service options are often limited. PROVAIL's programs allow for a unique and collaborative, holistic approach, resulting in an improved quality of life for people of varying abilities. Throughout PROVAIL's 80-year history, they have learned that there are 3 primary categories of services, that collectively maximize accessibility and inclusion.

PROVAIL is actively building a pathway to inclusion, which starts by doing more for children and young adults with disabilities. This will transform the experience of people and lead to lives of choice, opportunity, equity and inclusion for all.

Serving King & Snohomish Counties
Founded in 1942
Budget $22 million
430 FTE

PROGRAMS & THEORY OF CHANGE

PROVAIL believes that providing people with comprehensive and essential services can enable them to live lives of inclusion and opportunity. We can set a high standard of service by meeting the evolving needs of the individuals we support.

The depth of services allows PROVAIL to support people with disabilities to live life according to their own choices at any stage of life. For some individuals, PROVAIL may support them through just one program, or multiple, for the remainder of their lives.

We recognize that each person is unique, and we customize our services to help them meet their goals.

Mobility & Communications

PROVAIL's assistive technology and therapy clinic offer innovative mobility and communication tools to support children and adults to access their community in a whole new way.

Employment

In collaboration with partners and local businesses, customized positions for employees with disabilities that allow for future growth and advancement, with competitive wages.

Home & Lifestyle

Programs including Brainspace, and Community Living houses provide enhanced opportunities for children and adults, allowing them to be more active and involved members of their communities.

We believe every one of us has the right to pursue the life we choose to live.

SUMMARY OF BENEFITS

COMPENSATION: $150,000 - $175,000

- Healthcare coverage
- Generous PTO allowances
- Retirement: 403(b)

APPLICATION INSTRUCTIONS

The search for this position is being managed by Diversity Recruiters™.

Interested applicants should email their resumes and cover letters to nicole@diversityrecruiters.com.

Application deadline 10/17/21

PROVAIL is committed to diversity & inclusion and continually working to build an organizational culture and climate in which every voice is valued, staff have a sense of belonging and connection with one another and to the organization, and staff feel empowered to do their best work. We specifically encourage people of color, individuals who identify as LGBTQ and individuals with disabilities to apply for this position.

PROVAIL is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, disability status, protected veteran status, sexual orientation, gender identity, or any other characteristic protected by law

PROVAIL is committed to offering reasonable accommodations to job applicants with disabilities. If you need assistance or an accommodation due to a disability, please contact Nicole Ferrer at 253.951.6408.