**Position:** CEO & President

**Company:** Partnerships With Industry

**Address:** 7540 Metropolitan Drive

Suite 105  
 San Diego, CA 92108

**Website:** www.pwiworks.org

**Company Overview:**

# Partnerships With Industry (PWI) was established in 1985, to provide supported employment opportunities to adults with intellectual and/or developmental disabilities living in San Diego County. Since that time, PWI has opened three additional offices, strategically placed to serve the entire county, and has helped 12,500 individuals find employment and thrive in a work environment.

# It is PWI’s mission to successfully create win-win partnerships between San Diego County businesses and adults with disabilities who want to work. PWI clients have a wide range of intellectual, developmental, and/or other disabilities; however, at PWI, we like to focus on their many ABILITIES rather than disabilities. PWI is proud to partner with more than 230 local businesses.

# **Position Overview:**

# The Chief Executive Officer/President enables PWI to adapt to and influence a dynamic environment. Working with and reporting to the Board of Directors, this role helps set policy and strategic leadership in concert with the mission, vision, purposes, and values of the organization. The CEO/President serves as the principal external representative of the organization and manages internal systems and complex processes of the organization to achieve effective and efficient operations. This position also directs budget development, fiscal responsibility and assures successful financial performance.

**Responsibilities:**

1. **Enables PWI to adapt to, and influence, a dynamic environment of change.**

* Is aware of opportunities and threats in the environment impacting the organization. Develops adaptive strategies in response to social, political, and economic trends.
* Influences trends and developments in support of the services provided by the organization, accountability, and quality-driven programs and services.
* Assimilates knowledge of the organization, delivery, and financing of programs and services.
* Develops a strong marketing orientation, responsive to customer, payer, and provider needs.

1. **Provides strategic leadership.**

* Possesses broad, long-range view of the fundamental social role and responsibilities of services to persons served by the organization.
* Serves as principal representative of the organization, communicates with all constituencies, and ensures that constituents know, understand, and accept the values and strategic direction of the organization.
* Pursues strategic alliances with professional groups, trade associations, public bodies, and groups that purchase the services of the organization.
* Explores diversification opportunities consistent with the mission, vision, purposes, and values of the organization.

1. **Organizes and manages internal systems and complex processes of the organization to achieve effective and efficient operations.**

* Designs, implements, and maintains a flexible, adaptive, and responsive organizational structure with an emphasis on coordination, integration, and achievement of planned objectives and results.
* Encourages creativity, innovation, and timely response to the needs of the organization.
* Pursues a system of continuous quality improvement through measurement, management, and reporting of key management indicators.
* Ensure that PWI meets all legal, IRS and audit requirements and operates at the highest level of ethics and integrity.
* Establishes and maintains a healthy, rewarding, and respectful work environment for all employees.
* Oversees continued modernization of information systems.
* Maximizes the utilization of human, financial, and physical resources.

1. **Foster a productive relationship with the Board of Directors.**

* Identifies key issues, develops policy proposals, and sets strategic initiatives for the Board of Directors’ review and action.
* Develops methods to oversee implementation of policies and strategic direction as adopted by the Board of Directors.
* Informs the Board of Directors of organization activities, achievements, and trends via frequent oral and written reports.
* Promotes broad representation and diversity among the Board of Directors.
* Organizes and provides staff assistance to all committees of the Board of Directors.
* Attends committee and Board of Director meetings.
* Orients new members of the Board of Directors and annually provides for a Board self-assessment.

1. **Achieves business objectives.**

* Seeks market growth and assures financial performance of the organization.
* Oversees the internal budget development process.
* Seeks external funding in support of the mission, purposes, and activities of the Commission.
* Maintains and reviews the organization’s insurance and investment portfolios.
* Controls costs to support a competitive fee schedule.
* Confers with counsel on all matters dealing with legal affairs impacting the organization

**Qualifications:**

* Five years’ experience in a field relevant to the work of the organization, three years of which shall be at a senior or executive level.
* B.S. in management, administration, or a profession or clinical field relevant to the work of the organization required.
* Appropriate industry experience, preferably in the field of supporting individuals with intellectual and developmental disabilities.

**Compensation and Benefits**

Partnerships With Industry offers a competitive compensation package based on one’s experience along with medical benefits, retirement plan and generous paid time-off.

**For more information or to be considered for this role, please contact Jeffrey Litteken (**[**jlitteken@talentlinksolutions.com**](mailto:jlitteken@talentlinksolutions.com)**) at 619-795-7403.**