



Invites Your Interest in the Position of
EXECUTIVE DIRECTOR



If you are a nonprofit manager who is passionate about serving those with intellectual and developmental disabilities (IDD), [Liberty Corner Enterprises](#), in the beautiful and eclectic community of Asheville, NC, invites

The ideal candidate is a compassionate leader who will embrace the organization's *Person-Centered* practices and have demonstrable knowledge of the function, philosophy, and advocacy of services for individuals with intellectual and developmental disabilities.

you to consider the opportunity to serve as its next **Executive Director (ED)**. Liberty Corner Enterprises is a nonprofit organization serving adults with intellectual and developmental disabilities in Asheville and is accredited by the Council on Quality and Leadership. The next **ED** is a highly effective manager who is

energized by the idea of creating a working culture that encourages work-life balance, nurtures staff development and promotes an environment for authentic engagement and continuous learning.

The ideal **ED** is a visionary - one who will effectively assess the history and mission of the organization, evaluate the needs of the community, and cast a long-term vision for the organization to support the needs of the community and the people served through Liberty Corner Enterprises. Calm yet swift in crisis – this professional is a highly effective problem solver who is keenly aware of the importance and implementation of sufficient policies, procedures, and protocols for a service organization like Liberty Corner Enterprises. The Board desires an **ED** with strong financial acumen who can effectively navigate changes in state and federal billing including Medicaid funding impacting services and legislation that will change the service delivery and funding of programs for persons with intellectual and developmental disabilities while ensuring understanding and compliance across the organization of these changes.

Liberty Corner Enterprises is located in the beautiful and eclectic community of Asheville, North Carolina.
(Orchard Inn)



About the Organization:

Liberty Corner Enterprises, Inc. opened its doors as a non-profit (501)(c)(3) in March of 1987 in a small store front at the corner of South Liberty (hence the name) and Chestnut streets in Asheville, NC with the purpose of providing day supports to six young men with autism. During our first year, we employed two full-time and one part-time employee with a budget of \$48,000. Today, Liberty Corner Enterprises supports adults with intellectual and developmental disabilities in Western North Carolina by providing Employment, Residential, and Community services and support. Our vision is to see people with intellectual and developmental disabilities live their best lives, make informed choices, and achieve their dreams.

Through our residential support services, we work with individuals to locate and secure housing that meets their needs – providing an opportunity for these individuals to have a place to call “home,” something everyone should be afforded. Through our Supported Employment Services, we empower individuals by helping them locate meaningful and competitive employment in our community. This process includes plan and resume development, job search and application assistance, interview training and practice, on-the-job training, job sampling/shadowing, and long-term vocational support.

Funded mostly through Medicaid Waiver funding, Liberty Corner Enterprises currently holds contracts with Vaya Health LME/MCO and Partners LME/MCO. These contracts enable us to provide a wide array of Medicaid services to people with intellectual and developmental disabilities.

For over 20 years, Liberty Corner Enterprises has been using the concepts of the Council on Quality and Leadership’s Personal Outcome Measures (POM) tool to provide individualized support to our members. POM is a person-centered discovery process which allows us to explore the presence, importance, and achievement of outcomes with individuals while also exploring the unique support that each person needs to help them achieve those outcomes. We also utilize Person Centered Thinking and a variety of evidence-based therapeutic strategies when interacting with our members. In fact, the voice of our members is incredibly valuable to us. We aim to empower the people we serve, supporting each person to advocate and make recommendations to us regarding organizational rules and policies – ensuring that our Person-Centered approach is carried out throughout the organization. We offer training to organizations and companies about how to implement person-centered practices in their work.



Liberty Corner Enterprises Inc. embraces the vision that people are supported to live their best lives, make informed choices, and achieve their dreams.

Life. Community. Everyone.

About the Position:

Reporting to the Board of Directors, the **ED** of Liberty Corner Enterprises is responsible for overseeing financial sustainability, administration, programs, public policy, and advocacy, executing the organization's strategic vision, and ensuring Board participation. Managing the organization's \$4+ million annual budget and overseeing a team of 80 FTE staff, the **ED** will execute Liberty Corner Enterprises' mission – **Life, Community, Everyone** - while ensuring quality service delivery that aligns with the mission, values, and goals of the organization.

The next **ED** will work collaboratively with the Board and the Executive Leadership team comprised of a Finance Director, Quality Assurance Director, Human Resources Director, and Operations Director in implementing the strategic vision and direction of the organization. With an office located in downtown Asheville, NC, the **ED** will establish and expand connections within the organization's service area. A natural collaborator, the next **ED** will maintain and build upon the organization's long-standing community partners and expand partnerships and resources for the people served by Liberty Corner Enterprises.

The **ED** of Liberty Corner Enterprises will have knowledge of and demonstrate enthusiasm for utilizing person-centered thinking and personal outcomes measures in their interactions both internally and externally.

The next **ED** will ensure that the policies, procedures, methods, and actions of the organization embrace a culture of diversity, equity, respect, and inclusion and communicate the worth and value of both staff and people served.

The next ED will maintain and build on the organization's long-standing community partners and expand partnerships to help the people served by the organization.



Key Priorities:

- Utilizing innovative methods, recruit and retain a diverse team of qualified, passionate, and experienced professionals and facilitate continued training and professional development for staff to build skills, achieve performance excellence, develop staff for promotional opportunities and varied job assignments.
- Evaluate the structure and effectiveness of the Board of Directors, operations, staffing, and programs and collaborate with the Board, staff, and key stakeholders to develop and implement the organization's next strategic plan to ensure sustainability of service delivery.
- Regularly assess and propose any needed changes to the service array that Liberty Corner Enterprises offers for the benefit of the people we serve while also expanding and diversifying the organization's funding streams to support the sustainability and viability of the organization.
- Invest time and energy in learning the culture of the organization and establishing trusting relationships both internally and externally – bridging gaps between all stakeholders and uniting all around a collective vision.

Qualifications:

A Bachelor's Degree with extensive nonprofit (10+ years inclusive of time in leadership roles) experience or equivalent experience is required. A Master's Degree is preferred with at least 5+ years in a human services-related field or management-related field (Public Administration; Business Administration; Human Services; Social Work; Public Law, etc.). The ideal candidate has experience with the IDD population, staff leadership, fundraising, DEAI initiatives, and managing multiple funding streams including federal and state contracts.

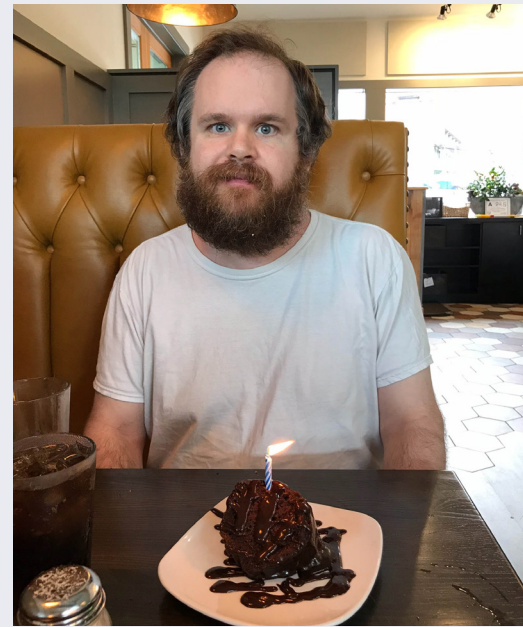
The next ED must meet the NC definition of Qualified Professional (QP). To qualify as a QP, you must be a graduate of a college or university with a bachelor's degree in a human service field and have 2 years of full-time, pre- or post-bachelor's degree accumulated supervised experience with the IDD population OR be a graduate of a college or university with a bachelor's degree in a field other than human services and have 4 years of full-time, pre- or post-bachelor's degree accumulated supervised experience with the IDD population.

One of the key priorities for the next **ED** is establishing trusting relationships both internally and externally and uniting all around a collective vision.



The Successful Candidate:

- is an empowering leader with impeccable integrity dedicated to supporting an excellent and cohesive team with a passion and vision for supporting people with intellectual and developmental disabilities;
- has knowledge, experience and a passion for working with individuals with intellectual and developmental disabilities;
- builds awareness of the organization and is effective in explaining the services and mission of the organization to stakeholders and building commitment to the mission with community stakeholders, other nonprofit organizations, and the people that Liberty Corner Enterprises serves;
- is collaborative, entrepreneurial, and innovative with programming design and development;
- has worked with multiple funding streams such as grants, state and federal contracts, and managed care organizations (MCOs);
- possesses knowledge of best practices in staff training and development in nonprofit operations to further support continuity of service, engagement, and retention as well as staff satisfaction and well-being;
- has a successful track record in program assessment and development, resource development, varied asset management, and building relationships with partners, donors, and board members;
- has advocacy experience at the local government level and an understanding of local, state, and federal policies that impact and govern individuals with intellectual and development disabilities and employment and workforce development programs;
- has knowledge of nonprofit governance and is experienced in developing, managing, and coordinating all financial operations, and ensures all investments and expenditures are handled and maintained according to Board policy and direction;
- possesses excellent verbal and written communication skills with demonstrable ability to effectively facilitate meetings, present publicly, and provide professional and appropriate business level written information utilizing various media;
- possesses well-developed interpersonal skills and abilities, diplomatically communicating and working with diverse personalities and populations;
- is resilient in the face of challenges and seeks innovative solutions to problems; and,
- is disciplined and values accountability with high expectations of self and others while also being an effective and respected leader.



At Liberty Corner Enterprises, people have a voice and an opportunity to grow as individuals to be valued, contributing members of their communities.

About the Community:

Known as the “Land of Sky,” nestled between the Blue Ridge and Great Smoky Mountains of NC and routinely ranked in U.S. top ten lists for living, food, arts and other features, Asheville has drawn a diversity of people for more than 130 years to explore its treasures. With a population of over 94,000 community members, Asheville is known for year-round outdoor and cultural activities and is home to iconic attractions such as the Biltmore Estate, the Grove Park Inn, as well as the Asheville Symphony, the Asheville Tourists, a minor league baseball team, and a vibrant arts, food, and music scene.

UNC Asheville, North Carolina’s designated public liberal arts and sciences university, frequently ranked at the top of *The Princeton Review*’s list for “Making an Impact,” ranked #9 on US News and World Reports best liberal arts colleges and ranks high on Forbes’ list of America’s best college values.

This North Carolina city has so much to offer residents. From the historic homes and Art Deco buildings that line Asheville’s streets to miles of mountain biking and hiking trails to a booming culinary and craft beer scene that has attracted national attention, Asheville is widely known as a desirable place to call home. Originally part of the Cherokee Nation, settlers established Asheville as a county seat in the 1790’s. The author Thomas Wolfe was born in Asheville, and philanthropist George Vanderbilt built the sprawling Biltmore estate near the turn of the century.



Asheville is well known for its iconic attractions such as the breathtaking, one-of-a-kind Biltmore Estate, built by philanthropist George Vanderbilt near the turn of the 20th century. (Wikipedia)



Year-round outdoor and cultural activities, as well as a booming culinary and craft beer scene make Asheville a desirable place to call home.

[\(Explore Asheville\)](#)

Asheville. Land of Sky.



Salary:

The hiring range for the **ED** is \$88,000 - \$115,000 depending on experience and qualifications. Liberty Corner Enterprises offers a generous benefits package that includes employer-paid life insurance, optional employee-shared vision and dental insurance plans, and supplemental AFLAC benefits; as well as PTO and 11 paid holidays.

To apply, please visit

<https://www.governmentjobs.com/careers/developmentalassociates>, and click on the

Executive Director – Liberty Corner Enterprises, NC title.

To learn more about the selection process, visit <https://developmentalassociates.com/client-openings/>, select “Client Openings” and scroll down to “Important Information for Applicants.” All applications must be submitted online via the Developmental Associates application portal – NOT the organization’s Employment Application portal, nor any other external website; it is not sufficient to send only a resume. Resumes and cover letters must be uploaded with the application. Applicants should apply by April 19, 2023. Successful semi-finalists will be invited to participate in virtual interviews and skill evaluation on May 23 - 24, 2023. Candidates are encouraged to reserve these dates for virtual meetings should they be invited to participate. All inquiries should be emailed to hiring@developmentalassociates.com. Liberty Corner Enterprises is an Equal Opportunity Employer.



Asheville has it all — routinely ranked in U.S. top ten lists for living, food, arts and other features. (smartstop)



The recruitment and selection process is being managed by Developmental Associates, LLC