



Position Profile

Vice President of External Relations The Arc Central Chesapeake Region



The Arc Central Chesapeake Region is partnering with Dragonfly Central to find a Vice President of External Relations. The Vice President will manage the day-to-day operations of External Relations, strengthen current relationships, and develop new partnerships for The Arc in addition to supporting the development of new revenue streams.

The Arc Central Chesapeake Region Enterprise

The Arc Central Chesapeake Region (The Arc) began in 1961, founded by a group of parents who wanted equity, access, and opportunity for their children with intellectual and developmental disabilities (IDD). At our core, The Arc believes that people with IDD deserve the same opportunities for self-determination and self-advocacy as any other community member. The Arc's growth over the last six decades has been in response to community-identified needs. We are providing—and often creating—the services that people tell us they need to live the life they choose for themselves.

Today, The Arc supports more than 3,000 people with IDD and their families throughout Maryland, providing comprehensive programs and services that support the full spectrum of a person's life, from birth through retirement, and all the joys and opportunities in between. All our programs and services are designed to empower and support people with IDD and provide greater self-determination in how they live, work, and connect with their communities.

The Arc's **Core Values** are evident in all aspects of our programs and services. These values are:

- **We embrace individuality.** We see the whole person, celebrate our differences, and offer the people we serve, and our team, opportunities tailored to them.
- **We are heart-driven.** Every interaction matters to us; we go the extra mile to care for the people we serve and our team.
- **We take strategic risks.** Fueled by the urgency of our mission, we continually push for better and more innovative approaches.
- **We are action-oriented.** We are creative, resourceful, and have a “get it done” approach to overcoming challenges.
- **We promote equity and respect.** We value the different identities and experiences of the people and communities we work with, and we build respectful relationships to meet them where they are.

The Arc partnered with employees from across the organization and community members to develop the value statements above, which reflect who we are as an organization and how we approach our work.

The Arc welcomes employees of diverse backgrounds, striving to create a workplace where all feel valued for their contributions. We actively incorporate diversity, equity, and inclusion (DEI) best practices into every practice and policy. It's more than mandatory employee training—it's at the very root of our organizational culture. How power is distributed, who contributes to decision-making, the distribution of workloads, and the representation of diversity across the organization are all factors in how The Arc's leadership team guides the organization.

The Arc is constantly finding new ways to invest in its employees' personal and professional success to create an environment where people can be their authentic selves and feel a sense of belonging.

About The Arc's Subsidiaries

What's unique about The Arc is our focus on innovation, commitment to community-based services, and tremendous growth. The Arc is an entrepreneurial organization, and strongly values innovation informed by community needs. It is the driving force behind the growth of The Arc and the development of new programs, services, and subsidiaries throughout our history.

Chesapeake Neighbors

The Arc's work in providing quality, safe, affordable housing for people with IDD showed our leaders the need for affordable and accessible housing in the greater community. Recognizing this need for affordable housing throughout Maryland, The Arc founded Chesapeake Neighbors in 2007 as a nonprofit subsidiary dedicated to the development and management of affordable housing for all. Today, Chesapeake Neighbors owns and operates 70 units throughout Maryland with goals of increasing to 100 units by 2025.

Chesapeake Community Development

In 2021, The Arc founded Chesapeake Community Development, a Community Development Corporation (CDC), to serve as our acquisition and development arm. Under this model, Chesapeake Community Development purchases properties and stewards projects through development while Chesapeake Neighbors provides ongoing leasing, management, and maintenance services throughout the life of the property. Over the next two decades, Chesapeake Community Development will become an essential part of our overall community development strategy on the Eastern Shore where we anticipate adding approximately 150 units of affordable housing in mixed-use zones.

For more information about The Arc, see www.thearcccr.org. For more information about Chesapeake Neighbors, see www.chesapeakeneighbors.org.

The Position

The Vice President of External Relations partners with the President & CEO and manages the day-to-day operations of External Relations, including development, strategic communications, government relations, and community engagement. The Vice President of External Relations will strengthen relationships with constituency groups of The Arc and its subsidiaries to foster strategic growth and partnerships. The Vice President of External Relations will support the development of diverse revenue streams through traditional and nontraditional development strategies. The Vice President of External Relations will be a member of the Executive Leadership Team.

Roles and Responsibilities

The Director of Development will provide effective leadership in the areas of Development, Government Relations, Strategic Communications, and Community Engagement; and partner with department heads to achieve External Relations goals.

The Director will also:

- Develop and implement a comprehensive and integrated External Relations operational plan.
- Promote dynamic collaboration across the External Relations team; strengthen the alignment of goals and roles, foster open communication, and deepen a culture of accountability.
- Represent The Arc and its subsidiaries' public profile, enhancing visibility and influencing public opinion.
- With the President & CEO, provide counsel to support the growth and development of the Board of Directors across all lines of service and relevant committees.
- Ensure the continued financial viability of The Arc and its subsidiaries through growth initiatives, philanthropy, and strategic partnerships.
- Lead a high-performing team of department heads and managers; manage and coach assigned employees and consultants.

Other Functions

- When requested, conduct research and prepare speeches, presentations, and talking points for the President & CEO on an array of topics and for a breadth of constituencies.
- Facilitate special projects by conducting research, collecting and analyzing data, drafting reports, and preparing presentations for internal and external stakeholders.
- Perform other duties as assigned.

Experience and Attributes

- Five or more years of progressive senior leadership in development, external affairs, marketing, and/or communications leadership with a track record of success
- Bachelor's degree required; Masters' degree in business, public policy, or related field preferred
- Ability to translate high-level strategy into tactical implementation in the areas of public affairs, marketing, communications, and development
- Ability to build coalitions and invest constituents utilizing exceptional political acumen
- Experience in navigating work with multiple constituent groups including the media and elected officials
- Demonstrated ability to analyze program, policy, and advocacy issues and communicate findings and recommendations to a variety of audiences
- Experience working across cultural, geographic, and organizational lines to align work, solve problems, and achieve goals
- Excellent oral and written communication; strong interpersonal skills with the ability to manage positive communication

In addition to a competitive base salary of \$160,000, The Arc also provides a comprehensive total rewards (benefits) package which includes a company vehicle; access to robust health, vision, and dental insurance; EAP; FSA; Basic Life Insurance and AD&D coverage; STD and LTD; 403(b) with up to 4% employer match; PTO, as well as 12 paid annual holidays per year. Typical work schedule is Monday through Friday during The Arc office hours, with frequent night and occasional weekend meetings or events. This position is eligible for periodic telework, which means up to 3 days per month. Telework days are not guaranteed.

Application Process

The Arc Central Chesapeake Region is partnering with Dragonfly Central to find the best candidate for the Vice President of External Relations position. To apply, email a cover letter that details your fit with the position's requirements and a chronological resume to ArcVicePresident@dragonflycentral.org.

For all other inquiries, contact Ginna Goodenow at ginna@dragonflycentral.org.

The Arc is an equal opportunity employer. The Arc provides equal opportunity to all qualified candidates without regard to race, color, religion, ethnicity, sex/gender, national origin, age, marital status, military/veteran status, sexual orientation, gender identity, pregnancy, genetic information, disability, or any other characteristic protected by applicable law. The Arc Central Chesapeake Region is proud of its commitment to and celebration of diversity, equity, and inclusion (DEI) throughout all aspects of its operations, vision, mission, and leadership.