

# MONTGOMERY COUNTY BOARD OF DEVELOPMENTAL DISABILITIES SERVICES

(DAYTON, OHIO)

Invites your interest in the position of:

## SUPERINTENDENT



### About the Montgomery County Board of Developmental Disabilities Services (MCBDDS)

The Mission of the Montgomery County Board of Developmental Disabilities Services (DDS) is to serve children and adults with developmental disabilities. DDS is the County's primary service provider for children and adults with moderate, severe and profound mental retardation or other developmental disabilities. Lifelong wrap around services are frequently needed and provided throughout a person's life span. DDS provides support for individuals to live, learn, work and participate in their communities. The Board also provides support for families in their efforts to care for their family members with a disability.

DDS is highly awarded and nationally respected for excellence. Funding is through a combined human services tax levy funding several social services endeavors. DDS currently employs 590 FTE's, operates 8 sites and provides services to approximately 3,400 clients. Governance is provided by a 7-member policy making Board. Members serve 4-year staggered terms with two term limits. The Board appoints a Superintendent who is fully responsible for the administration and operations of the DDS. Services are provided through divisions providing Adult Services, Children's Programs and Services, Mental Health and Behavioral Support, Residential / Eligibility, Services and Support Administration, Transportation, Family Home Services, Business Operations and Safety and Protection.



Slavin Management Consultants

## Montgomery County Board of Developmental Disabilities Services

The vacancy is due to the pending retirement of the current Superintendent after serving for more than ten years.

Challenges to be faced by the new Superintendent include:

- The majority of the top management team is anticipated to retire within the coming five years,
- An evolving State regulatory and programmatic environment (Employment First, ICF/DC downsizing etc.),
- Maintaining and enhancing relationships with other organizations including independent boards that are associated with the DDS Board.
- Managing to enhance revenue and stay within available resources.



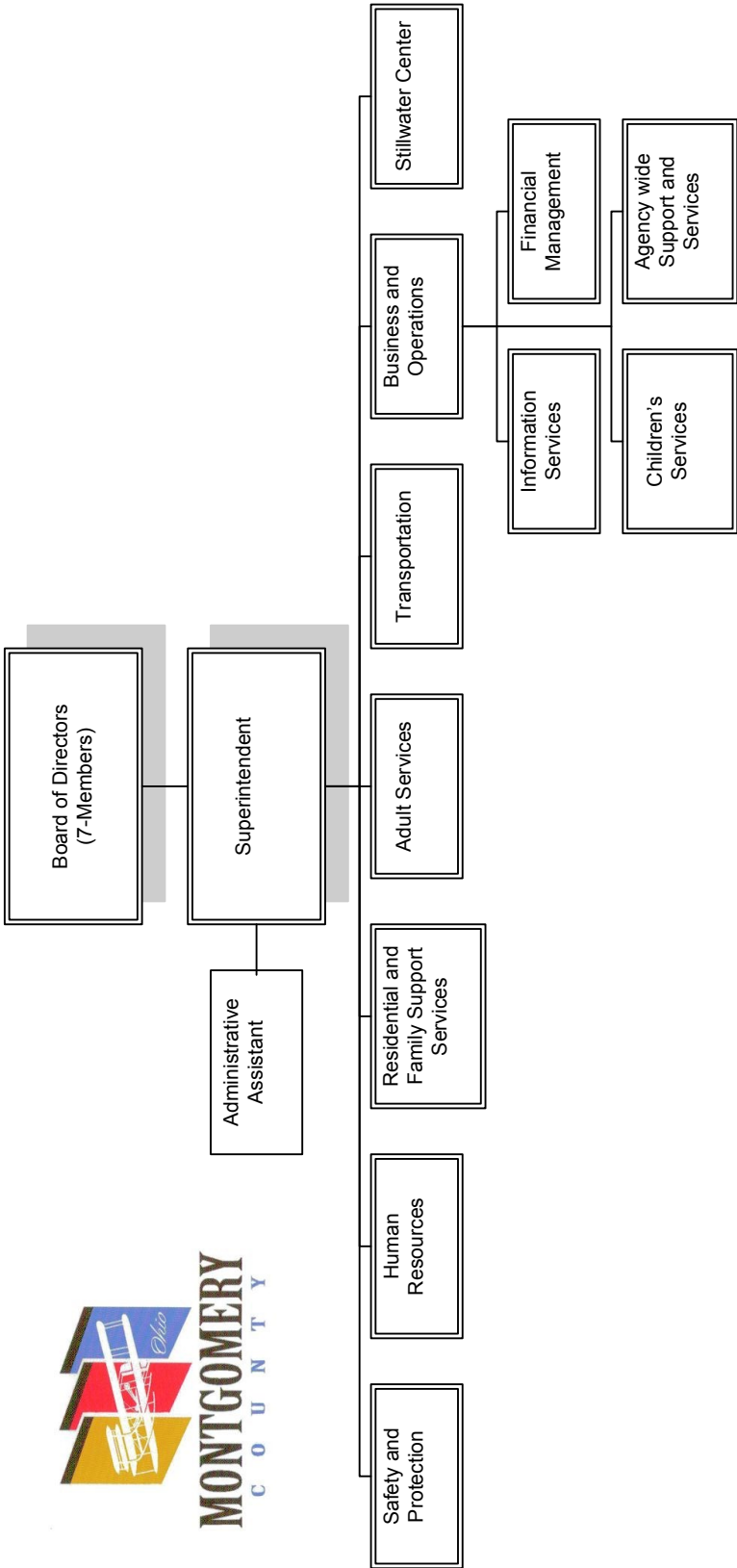
## Montgomery County, Ohio

Montgomery County, Ohio is made up of diverse individuals and entities, each with unique qualities, united by their similarities. Together, they comprise one community – **the Greater Miami Valley.**

In Montgomery County, you will find world class museums, first-rate shopping, thriving sports venues, fine dining, arts and cultural events, parks and trails, and festivals.

OOCEA Organizational Chart

Montgomery County Board of Developmental Disabilities Services Administrative Structure





## About the Position of Superintendent and the Job Requirements

### State of Ohio Requirement:

The successful candidate must hold or be able to obtain a superintendents certificate from the Ohio Department of Developmental Disabilities. The certification requires that applicants “hold a master’s degree, a doctorate degree, or a juris doctorate degree from an accredited college or university” to be eligible for an initial three-year certification. The requirements also specify that the State Director may waive a further requirement for “five years of full-time (or equivalent part-time), supervised, paid work experience in administration, supervision, instruction, or habilitation of individuals with developmental disabilities, including three years in a management or supervisory capacity” when requested by a County DDS Board. The successful applicant may also be required to complete a State curriculum for administrators during the initial certification period.



### Applicants must have:

- a positive history of working with a policy board,
- thorough knowledge of current management and administrative practices,
- ability to evaluate and encourage outstanding staff performance,
- ability to assist parents and the general public in planning and implementing client services,
- ability to develop and maintain positive relationships with critical external stake holders,
- comfort with and support of the use of technology in the provision of DDS services,
- experience with public sector civil service, union agreements, and labor relations,
- experience with a complex system involving developmentally disabled individuals, staff, other DDS Boards, other agencies, voted levies, the agency policy board and various political leaders,
- advocacy experience in the influencing, development, and implementation of State and Federal approaches to developmental disabilities policy,
- understanding of Local, State and Federal funding streams and requirements (specifically the Medicaid DD waiver process),
- experience with job development, both internally and externally, for people with developmental disabilities,
- excellent communication skills,
- comfort with media and public relations in both proactive and emergency situations,
- a history of a business-like approach to public finance that is tempered by compassion.

### The Superintendent is expected to manage in the inclusive style fostered by the Board through:

- regular communication with both managerial and line staff,
- working collaboratively with the county administrator and the county commissioners to promote public awareness, and an inclusive and adequately funded service network,
- regular individual planning and managing meetings with managerial staff,
- understanding of the implications of policy changes on staff, providers, and families,
- taking time to visit the homes of disabled, DDS provided transportation services, and other locations where services are provided to get a “first hand” understanding,
- regularly meeting and communicating with developmentally disabled people, parents and staff,
- delegating both responsibility and decision making authority to staff for producing desired results,
- consideration of divergent opinions and willingness to alter the current course when presented with sufficient evidence for change,
- facing challenges of the job without the sole reliance on preconceived points of view.

### The next Superintendent should have the following personality traits:

- open and honest approach (what you see is what you get),
- comfort in a rapidly changing environment which will require the adaptation of agency practices to new demands for service,

- be welcoming and approachable by staff, parents, individuals with developmental disabilities and general public,
- active participation in the general community, collaborating with other systems, agencies and in the local FCFC,
- compassion and passion for individuals with developmental disabilities and their families,
- reputation as a “straight shooter” with honesty and integrity,
- forward thinker and strategic as to future service needs,
- aggressive management for quality in all areas,
- Willing to be generous his/her time while maintaining balance with other family/life obligations.

**Desirable qualities possessed by the applicant include:**

- evidence of being current in the field of developmental disabilities,
- have a personal relationship (family or otherwise) with persons who have developmental disabilities,
- current residency or willingness to reside in Montgomery County.

More information about MCBDDS can be found online: [www.mcbdds.org](http://www.mcbdds.org).

**Compensation**

The compensation for MCBDDS next Superintendent is anticipated to be competitive and includes an excellent fringe benefit package. The starting salary is dependent on the selected individual's qualifications and match with the desired attributes being sought by the Board. MCBDDS will pay reasonable and customary moving expenses.

**To Apply**

Please send a detailed cover letter and resume with current salary by December 28, 2013 to:

David Krings or Robert E. Slavin  
**SLAVIN MANAGEMENT CONSULTANTS**  
3040 Holcomb Bridge Road; Suite A-1  
Norcross, Georgia 30071  
Phone: (770) 449-4656  
Fax: (770) 416-0848  
e-mail: [slavin@bellsouth.net](mailto:slavin@bellsouth.net)  
[www.slavinweb.com](http://www.slavinweb.com)



## MCBDDS Philosophy

Everyone is capable of learning and developing throughout life. Children and adults with mental retardation and other developmental disabilities have the right to programs and services that are provided in an atmosphere that promotes growth, self-esteem and dignity.

Individuals have the right to access opportunities, challenges and choices within the community.

