



Redwood Coast Regional Center

Respecting Choice in the Redwood Community

Executive Director Announcement

We have an exciting opportunity to join the Redwood Coast Regional Center (RCRC) as its new Executive Director. This is an at-will position, serving at the pleasure of a volunteer board. The mission of RCRC is to serve the needs of children and adults with developmental and intellectual disabilities. With a contract of approximately \$253 million with the State of California, Department of Developmental Services, RCRC serves approximately 5,000 individuals in Mendocino, Lake, Humboldt, and Del Norte counties. This geographically expansive service area is supported by a dedicated authorized staff of 175.

Top candidates will bring extensive experience combined with strong communication and management skills complimented by an approachable personal style and compassion for the clients served.

Organizational Overview

Redwood Coast Regional Center is one of twenty-one regional centers located throughout California. RCRC is a private nonprofit agency serving the needs of children and adults with developmental and intellectual disabilities. Regional centers serve as the point of entry into the State's developmental service delivery system and provide life-long services and support to individuals with developmental disabilities and their families.

This position can be based either in Ukiah or Eureka.

Responsibilities of the Executive Director

The Executive Director is responsible for the day-to-day operations of the organization through the leadership of five Departmental Directors. The Executive Director works closely with the Board President and the Board of Directors to lead strategic initiatives toward strengthening efforts in carrying out RCRC's mission and ensuring long term sustainability.

The successful candidate will provide overall leadership for the Regional Center within the framework of existing legislation, state regulations, state contracts, policies, and goals established by the Board of Directors. The Executive Director will supervise key senior management staff in leading a strong management team with a results-oriented and accountability-driven focus. Additionally, the Executive Director will lead with integrity, transparency, and respect for all; maintaining responsibility for the timely provision of the highest quality services to meet a variety of individual client needs across a large rural geographic area. Such duties include but are not limited to:

- Provide advice, counsel, and information to the Board of Directors to assist in setting policy and monitoring the performance of the organization. Recommend policies, programs, and action plans for the Board's approval;
- Work closely with the State of California, Department of Developmental Services;
- Maintain a professional and collaborative relationship with the Association of Regional Center Agencies, related local agencies and partner organizations, vendor groups, and the public; and
- Interpret and relate the federal and state regulations and RCRC policies to external organizations and vendors within the developmental disabilities system.



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Experience and Education Requirements

The ideal candidate will have at least 10 years' experience working within Social Services or related field and at least five (5) years of executive level management experience, overseeing a minimum of two senior level Directors/Executives. A master's degree in Business, Public or Healthcare Administration, Human Services, Education or related field.

Highly Desirable Experience:

- Experience working with people who are developmentally disabled and their support networks; and
- Working knowledge of the Lanterman Act and California's delivery service system.

Highly Desirable Education:

- PhD in related field.

Candidates will be evaluated on their executive qualifications; knowledge of State and Federal government operations, State and Federal budget process, and the California and Federal political process; and career history presented through their submittal of a comprehensive package of information outlining career highlights and notable achievements.

Travel Requirements

This position requires extensive business travel involving overnight trips throughout the four counties served by RCRC and California. This position requires a reliable form of transportation, possession of a valid driver's license, minimum vehicle insurance as prescribed by law, or the ability for independent transportation.

Compensation and Benefits

The target annual compensation for the Executive Director is \$195k - \$210k. Moving and relocation expenses may be included in the employment offer. RCRC offers an excellent benefits package including medical, dental, vision, life insurance, vacation, sick leave, CalPERS retirement, and more.

Initial screening of and contact with applicants will begin on December 8, 2025 with interviews scheduled after January 5, 2026.

Interested applicants should submit their resume and a cover letter to HR@redwoodcoastrc.org addressing:

- Brief summary of experience with providing services to clients;
- Past organizational responsibilities including size of budget, total number of employees and number of direct reports; and
- Addressing the question "RCRC serves individuals with developmental disabilities. Why does this type of mission interest you?"

The Redwood Coast Regional Center is an equal employment opportunity employer and encourages all qualified individuals to submit an application for this exceptional career opportunity.