



# Executive Director/CEO Park City, Utah



\*

\*Based on 2022-2023 statistics

**5,500+**  
Participants



**30,000+**  
Program Experiences



**\$640K+**  
Scholarships  
Provided



**1,000+**  
1000+ Volunteers  
12,000 Hours



**30%**  
Military + Veterans



## About National Ability Center

The National Ability Center (NAC) empowers individuals of all abilities by building self-esteem, confidence and lifetime skills through sport, recreation, and educational programs. As a leader in adaptive recreation and outdoor adventures, all who engage with the NAC rally around the belief that our differences make us stronger, and that recreating together can change our world.

By including family and friends in programming, the NAC strives to reinforce relationships and build support systems that extend beyond the initial program experience. The NAC family draws from decades of experience working with people of all abilities, harnessing the power of specialized equipment, techniques, teaching methods, a passionate team of full-time staff, seasonal instructors and over 1,000 volunteers. Locations include Park City and Moab, Utah.



\*Collected from 2022-2023 participant survey results

**95%**  
Self-Confidence



**91%**  
Sense of Independence



**94%**  
Feelings of Social Connection



**94%**  
Improved or Developed a Skill



**96%**  
Motivated To Be More Active



## The Impact

### Mission

NAC empowers individuals of all abilities by building self-esteem, confidence and lifetime skills through sport, recreation and educational programs.

### Accessibility Matters

NAC's commitment to inclusivity and accessibility extends even further with a full commitment to scholarships and accessibility. Annually, the NAC grants over \$640,000 in scholarships, allowing individuals, families, and groups facing financial hardship or underserved circumstances to participate programs. By breaking down economic barriers everyone can benefit from their life-enriching experiences.



## The Opportunity

### NAC Seeks a Strategic, Growth-Oriented Leader

The National Ability Center actively seeks a dynamic and growth-focused Executive Director/CEO who is committed to strategically broadening the NAC's reach to participants, partners and sources of funding. This is a remarkable opportunity in one of the country's most beautiful settings to embrace and lead meaningful impact along with an already excited and committed group of stakeholders. The ideal candidate excels in strategy and execution; has a limitless growth mindset as a fearless fundraiser with a successful track-record that underscores and demonstrates broad-reaching outcomes; and communicates in a world-class fashion both externally and internally.

The Executive Director/CEO will have the benefit of working with a motivated and highly capable staff and with a board of directors who are both passionate about the organization's opportunities and excited about its future. The NAC recently completed a highly successful \$18M capital campaign that saw the construction of the McGrath Mountain Center, an all-encompassing winter-sports hub that sits at the base of Park City Mountain (home of the US Olympic Ski Team and site of the 2034 Winter Olympics), along with an expansion of programs and other capital improvements to the impressive and beautiful 26-acre ranch-style campus located five minutes from the Mountain Center.

The extensive list of responsibilities is prioritized: Immediate short, mid and long-range strategic planning with the Board of Directors; implementation in a highly sophisticated and organized manner of the strategic plan with staff and volunteers, and passionate and dedicated fundraising with both existing and new funders who are located across the country. The focus on external relationships, major donor cultivation, and expanding NAC's visibility will be a central element to the role. Candidates applying for the position will need to demonstrate an unquestioned ability and track record in all three areas.



## Core Responsibilities

The Executive Director/CEO will need to a) establish a strong relationship with the board, the staff and the community; b) operate at a high/strategic level and set an example of how to delegate authority to senior staff while also holding teams accountable. The successful candidate will need to demonstrate a proclivity toward details while focusing on the big picture. In short, it is evident that any candidate ascending to the finalist phase must demonstrate success in previous roles both managing up to a board and down to a staff. The board seeks a strategic driver who is results oriented and can handle the daily demands of an Executive Director/CEO while authentically leading a clearly defined growth-focused staff.

- **Design and Execute a Strategic Plan** and ensure the realization of its objectives. There is consensus among the board that the development of a three to five-year organizational plan is paramount. The incoming candidate should be excited and unafraid of this opportunity.
- **Work at the Highest Professional Levels with the Board of Directors** to create a best-in-class organization from top to bottom. Authentically communicate to the board of directors.
- **Embrace Fundraising:** A successful fundraising team is in place and requires additional leadership and thought. Through the development, marketing, and programs teams, creatively direct revenue generation, key relationships, and fundraising strategy.
- **Be a Great Leader of People.** The staff and volunteers are both talented and committed to the organization's mission. And they are hungry for success and results.
- **Be Unafraid:** The NAC is one of the largest and best-known nonprofits in Park City with a budget over \$10M. Important partnerships in these and other communities need fostering. But other and even larger opportunities, partnerships, and funding sources exist nationally. The incoming Executive Director/CEO should aggressively seek those opportunities.



## Additional Responsibilities

- Advocate for disability awareness through community partnerships and government relations.
- Maintain and strengthen organizational culture, core values, and reputation.
- Monitor program strategy, overseeing development of goals, objectives, and policies.
- Provide oversight for public relations, marketing, and thought leadership initiatives.
- Evolve as a thought leader in adaptive recreation through local and national visibility.
- Oversee budget preparation, management, and maintain fiscal strength.
- Ensure thriving overall operations, including facilities, customer service, and technology.
- Communicate regularly with stakeholders, incorporating feedback when feasible.
- Provide support and leadership for professional development to the executive team.
- Maintain compliance with non-profit regulations.



## The Candidate

### Experience and Qualifications

- Demonstrated experience and success as a nonprofit or for-profit CEO, Executive Director, or C-Suite Executive. Prior service as the head of an organization is highly desirable.
- Successful track-record leading organizational growth to include board management, fundraising, and national partnership development.
- A comprehensive understanding of effective nonprofit delivery methods, organizational capacity building and high-level volunteer management.
- Ability to thrive in a fast-paced and dynamic work environment where diversity is encouraged and embraced.
- Infectious enthusiasm for the NAC's mission.
- An authentic communications style that draws stakeholders at all levels into the organization.
- Expertise in building, mentoring, and holding accountable high-performance, mission-driven, and results-oriented teams.
- Must be available to work evenings, weekends and holidays as needed.
- Excitement for and participation in community and national events.
- Affiliations and connections with a variety of professional organizations is beneficial.



Submit your application at:

<https://driwaterstonehc.com/position/executive-director-ceo-national-ability-center1>

**Compensation:**

\$200,000-\$225,000 salary per year. Compensation may be a combination of salary plus bonus.

**Location:**

Park City, Utah.

**Equal-opportunity Employer**

NAC provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DRiWaterstone.

**About DRiWaterstone**

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.