



Position Profile
President and CEO
United Cerebral Palsy National
Vienna, VA



The United Cerebral Palsy National office (UCP) is partnering with Dragonfly Central, Inc. to find a President and CEO (CEO). This is an exciting opportunity for an accomplished executive to lead and shape the UCP's goals and direction. We seek a strategic individual to serve as CEO: a candidate who possesses critical thinking and relationship building skills, and can build upon the organization's existing strengths while bringing a more pronounced focus on dynamic, forward-thinking executive leadership.

United Cerebral Palsy

Since 1949, United Cerebral Palsy's network of affiliates and partners has been committed to creating a world where people with disabilities can live life without limits. Through advocacy, research and a wide range of resources and programs, we work to promote inclusion, independence and opportunity for all. UCP has never been just an organization – it's a force for inclusion, innovation and equity. We serve over 200K people annually, currently have 56 affiliates, and have provided over \$4.5M for assistive technology in the past 10 years.

UCP's mission is to promote the independence and inclusion of people with cerebral palsy, intellectual, developmental, and other disabilities through our network of affiliates and partnerships. We wholeheartedly desire to create a life of inclusion for any individual with disabilities. Through our network, we serve approximately 200K children and adults with cerebral palsy and other disabilities through information and resource referral, advocacy, research, educational instruction, home- and community-based services, early intervention therapies, job coaching, integrated employment support, recreational opportunities, and community-based residential programs. We are committed to the belief that all people with disabilities should be treated as equal members of an inclusive society.

For more information about UCP, see UCP.org .

The Position

The President and CEO provides visionary leadership over all aspects of UCP, including strengthening the UCP network, expanding partnerships, and advancing the organization's mission. Working with the Board of Trustees, the CEO will elevate UCP's influence and impact nationwide disability policies and practices. The CEO will partner closely with the Board and affiliate network to advance and execute a strategic vision that strengthens and expands the affiliate network and drives meaningful, measurable impact for people with disabilities.

The CEO will be expected to engage and collaborate effectively with the Board of Trustees, affiliates, community partners, corporations, and government stakeholders, while providing strong oversight of day-to-day operations. Success in the role will be guided by clearly defined, measurable goals and objectives established by the Board and reflected in UCP's strategic plan, with accountability ensured through timelines and regular reporting.

Disability policy, funding challenges, and public-sector realities shape what success looks like for UCP's next CEO. Success will depend on the ability to create lasting, systemic impact—not just individual accomplishments. The President and CEO must effectively educate, advocate, and influence public opinion and key leaders in the Federal Government and Congress to protect and advance disability policies and funding.

Roles and Responsibilities

The next President and CEO must possess the ability to move the organization forward in a complex, evolving environment, and to motivate a diverse national network of affiliates to grow and thrive.

The role requires a strong commitment to UCP's mission of promoting independence and inclusion for people with cerebral palsy and other intellectual and developmental disabilities, while fully leveraging UCP's national network of affiliates and strategic partners. Ongoing leadership in policy education and advocacy for fair, sustainable funding is critical to ensuring people with disabilities can live full lives without limits.

The relationship between the UCP National and its affiliates is a core strength. Built on trust, open communication, and collaboration, this partnership must continue and deepen. UCP's strategic plan and long-term vision were developed jointly with affiliates, ensuring shared goals and alignment across the network.

The next CEO will be expected to build on this foundation by supporting affiliates, maintaining trust, and strengthening collaboration. With a strong leadership team in place, the role will also focus on improving financial stability by expanding corporate partnerships and sponsorships and strengthening UCP's advocacy efforts.

Engaging affiliates as active partners in advocacy is essential. Their local knowledge and community connections will help drive national impact. A strong, two-way partnership between national leadership and affiliates will be key to UCP's continued success.

Success in the role will be guided by clearly defined, measurable goals and objectives established by the Board and reflected in UCP's strategic plan, with accountability ensured through timelines and regular reporting.

Experience and Attributes

The President and CEO should possess:

- Eight to ten years of executive level leadership experience, particularly in influencing public policy, strategic planning, board management, government relations, and marketing.
- A Bachelor's degree (required); Masters' degree preferred.
- Robust experience in the disabilities field, with a proven track record of impacting policy and services that improve the lives of those with intellectual and developmental disabilities.
- The ability to remain firmly grounded in UCP's mission—promoting the independence and inclusion of people with cerebral palsy and other intellectual and developmental disabilities—while leveraging UCP's national network of affiliates and strategic partnerships.
- The ability to educate policymakers and advocate for robust, equitable funding for services and supports to ensure that individuals with disabilities can live full lives without limits.
- The skills to strengthen and sustain the relationship between the UCP National Office and its affiliate network. Must continue the strong culture of listening, open communication, and trust with affiliates.
- The capacity to engage the affiliate network as active partners in advocacy, leveraging their local expertise and grassroots connections to drive national impact. Strengthening this two-way relationship - where national leadership supports affiliates and affiliates help fuel advocacy and growth - is critical to UCP's continued success.

In addition to a competitive base salary between \$225K and \$275K (commensurate with experience), UCP also provides incentive opportunities and a comprehensive, attractive benefits package. The position is structured as a hybrid role with headquarters in Vienna, VA, and offers flexibility regarding the candidate's place of residence; living in the Washington, DC area is not required, but is preferred. Office presence will be determined by the CEO's schedule and organizational needs, considering an anticipated travel requirement of approximately 40%. There is no fixed expectation for a specific number of days in the office each week.

Application Process

United Cerebral Palsy National is partnering with Dragonfly Central, Inc. to find the best candidate for the President and CEO position. To apply, email a cover letter that details your fit with the position's requirements and a chronological resume to UCP@dragonflycentral.org.

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

United Cerebral Palsy is an equal opportunity employer. UCP provides equal opportunity to all qualified candidates without regard to race, color, religion, ethnicity, sex/gender, national origin, age, marital status, military/veteran status, or any other characteristic protected by applicable law. UCP is proud of its commitment to and celebration of diversity throughout all aspects of its operations, vision, mission, and leadership.