

## **RID Executive Director**

I have been giving a lot of thought to the current search for RID's new Executive Director. Locating and selecting the right person for this role will be quite the challenge.

This position requires someone who has a lot of skills in many different areas. Someone who is well versed in business, has interpersonal skills, a Deaf heart, and proficiency in sign language. And I don't want to forget the necessity of having experience with running and organization.

It will be a tall order to find a candidate who has mastery all of these qualities and skills. In which case, we are left to consider which skill is the most important skill to have for this position.

I have been affiliated with RID for many years. I have seen RID's share of Executive Directors. Some of these E.D.'s have their strength and knowledge within the field of Interpreting, but lack skills in other areas, and there are other E.D.'s who have a great sense of business and organizational knowledge, but hold no other applicable characteristics. Additionally, there have been former Executive Director's with Deaf heart and proficiency in Sign Language, but don't hold any of the other aforementioned qualities.

The RID board is charged with selecting the new Executive Director and therefore choosing which skills and characteristics possess the greatest merit. They will decide where the balance in a given candidate's qualifications match the Executive Director position.

Instead of electing to focus on a single skill as the primary deciding factor, I wonder if the Board should consider a candidate who does not have one "stand out" characteristic or skill, but rather has a skill in many of the necessary areas.

I am happy not to be in the Board's shoes and do not envy the task they have in front of them. I believe that the candidate who is ultimately chosen should be well-rounded. In theory, this person may not be a highly proficient signer but can conduct business through a Deaf cultural lens. Someone open-minded, sensitive to the needs of the membership, has sign proficiency and feels comfortable communicating with the Deaf community. I want an Executive Director who truly values the field of Interpreting. Someone who has a vision for RID's future and the wherewithal to make it happen. I would like to see a candidate who can interact with colleagues and can listen and engage in discussion. Someone who is business savvy and will make solid financial decisions for RID. A person willing to confer with lawyers and

accountants as needed. I hope that the board selects a candidate that is a fit for RID.

What skills and characteristics do you value in an Executive Director? Is there one specific characteristic that is more important than the rest?