



President and CEO
CACREP- Council for Accreditation of
Counseling & Related Educational Programs
Alexandria, Virginia

THE SEARCH

The Council for Accreditation of Counseling & Related Educational Programs (CACREP) welcomes applications and nominations for President and Chief Executive Officer (CEO). CACREP is well-regarded as the gold standard for accreditation in the counseling and counselor education profession. The organization has benefited from engaged and strategic leadership since its founding in 1981. Dr. Carol Bobby, a prominent leader in the field and CACREP's long-standing President and CEO, retired in June 2017. At this moment of leadership transition, CACREP is in a strong position. The next CEO will join an organization at a time of growth and expansion within the profession. She or he will have an opportunity to build on the organization's solid foundation and develop a sustainable, expansive future for CACREP within a dynamic environment of national and international licensure and regulatory requirements.

CACREP promotes excellence in professional preparation through the accreditation of graduate degree programs in counseling offered by colleges and universities in the United States and other countries. As an accrediting body for over 860 master's and doctoral degree counseling programs at over 390 institutions, CACREP is committed to the development of standards and procedures that reflect the needs of a dynamic, diverse, and complex society. In July 2017, CACREP announced its successful merger with the Council on Rehabilitation Education (CORE), further elevating the organization as the preeminent voice for standards and excellence in the counseling profession.

CACREP seeks an inspirational, far-sighted leader who will shape and implement a strategic vision for an organization poised for continued expansion, and who will position it for success within a climate of significant change and growth within the field. The successful CEO will bring the capacity to identify the most effective ways to support excellence in the profession. Flowing from this is the ability to advocate and motivate support for the mission, engage in policy and regulatory issues related to accreditation and licensure, support staff development, nurture partnerships with other counseling and accrediting organizations, and work effectively and collaboratively with the Board of Directors. It is critical that the CEO has a strong understanding of the accreditation and educational standards in counseling or related fields. She or he will possess the skills to further elevate CACREP's position as the leader in quality assurance for a profession that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals.

CACREP has retained Isaacson, Miller, a national executive search firm to help with this recruitment. Confidential inquiries, nominations, and referrals should be sent via Isaacson, Miller's website: www.imsearch.com/6235.

CACREP

Established in 1981, CACREP seeks to provide leadership and promote excellence in professional preparation through the accreditation of counseling and related educational programs. As an accrediting body, CACREP is committed to the development of standards and procedures that reflect the needs of a dynamic, diverse, and complex society. CACREP is dedicated to encouraging and promoting the continuing development and improvement of preparation programs and to preparing counseling and related professionals to provide services consistent with the ideal of optimal human development.

CACREP maintains collaborative relationships with other groups that focus on accreditation, licensing, certification, and the professional development of counselors and related practitioners. Some of these partner organizations include, but are not limited to, the Association of Specialized and Professional Accreditors, the National Board for Certified Counselors (NBCC), the American Counseling Association (ACA) and its divisions, the National Council on Rehabilitation Education (NCRE), and Chi Sigma Iota (CSI).

CACREP accredits programs in a variety of specialty areas, including Addiction Counseling, Career Counseling, Clinical Mental Health Counseling, Clinical Rehabilitation Counseling, Marriage, Couple and Family Counseling, Rehabilitation Counseling, School Counseling, and Student Affairs College Counseling.

In addition, CACREP offers a variety of training, technical assistance and knowledge-sharing to both accredited and non-accredited counseling programs. The organization often serves as an authority in standards and accreditation content during professional meetings and conferences, holds trainings in self-study, and in 2016 published *A Guide to Graduate Programs in Counseling*, an advocacy tool and guide for the counseling profession and its workforce.

In 2009, the International Registry of Counsellor Education Programs (IRCEP) was created as CACREP's international subsidiary. IRCEP plays a critical role in strengthening the professional identity of the counseling profession worldwide. With IRCEP-approved programs in seven countries and a steering committee, IRCEP continues to discuss ways to best promote and build a stronger professional counselor identity worldwide while improving the network of counselor education programs, faculty, and students.

In 2015, CACREP and the Council on Rehabilitation Education (CORE) announced plans to merge. The merger was finalized and successfully implemented on July 1, 2017. The move positions CACREP as a long-term partner to the profession with a broad platform to ensure excellence.

CACREP is led by a Board of Directors composed of between 13 and 15 members. The Board includes eight counselor educators, two counseling practitioners, and two members appointed from the public at large who are not current or former members of the counseling profession. In relation to the Board, the CEO is an empowered leader and thought-partner who contributes to strategy and accountable for execution.

THE ROLE

Reporting to the Board of Directors, the President and CEO of CACREP is the chief administrator, primary fundraiser, and lead advocate of the organization. This individual will work closely with the Board, staff, and partner organizations, guiding CACREP toward a vision for the next stage in its development. She or he serves on the Board in the position of Secretary, and participates as an active voice in the creation and execution of the organization's strategic plan. The CEO oversees a budget of \$2M and will supervise and lead a team of eight staff members. She or he will direct the financial management of CACREP to assure adequacy and soundness of its financial structures and operations, and will provide proper utilization of resources in the achievement of its strategic goals.

To successfully lead CACREP, the next President and CEO will address a set of key opportunities and challenges, which are detailed as follows:

Spearhead the development of a long-term strategy for the next phase of CACREP's growth

The number of CACREP-accredited programs has grown considerably in recent years. Maintaining quality is essential. As further growth is planned and executed, the CEO must guide the organization effectively and ensure that standards are upheld; this will ensure the value and relevance of CACREP. The CEO will work in collaboration with the Board, staff, and other stakeholders to develop a strategy that will ensure CACREP stays ahead of challenges and threats, while taking advantage of potential opportunities. She or he will also work with the Board and staff to secure diversified and stable revenue sources which will further the organization's financial independence and align resources to its strategic goals.

Lead CACREP successfully through the integration of the CORE merger

With the successful merger with the Council on Rehabilitation Education, CACREP has assumed responsibility for continuing the mission and vision of CORE through its accreditation process. The scope of work has increased to include the review of graduate-level rehabilitation counselor education programs. The CEO will continue to manage this transition, supporting staff development and leadership, fostering external relationships, and ensuring implementation of CORE programming remains effective and efficient.

Collaborate with the state and federal regulatory agencies to strengthen policy and regulatory requirements regarding licensure

One major issue facing counselors in the U.S. is licensure portability across states. Each state licensure board has specific regulatory requirements, and although CACREP programs and standards are recognized widely, the organization must continue to advocate for portability and ease of transition for counselors who wish to practice across state lines. The next CEO will be a politically astute leader who will engage in policy making, and who will guide CACREP staff and Board to work effectively with both state and federal regulatory agencies.

Strengthen the stable of CACREP's partners and allies, aligning where possible and supporting a collective mission of building the professional competence of counseling and related practitioners

The next President and CEO must manage and forge effective partnerships with other counseling, accrediting, or related organizations. CACREP has a long history of collaboration to further the academic quality of programs, and maintaining appropriate, proactive relationships with the executive leadership and staff of other associations. The CEO will recognize and address competing interests, but will also maintain and nurture relationships with organizations that have been supportive of CACREP's goals. The CEO will make a compelling case for strategic alliances, while serving as a strong advocate for CACREP's brand and position throughout the field.

Maximize the impact of CACREP's Board through its strategic engagement in planning and governance

The CEO will work in partnership with an engaged and dedicated Board of Directors. In close collaboration with the Board Chair, the CEO will represent the Board with the highest degree of professionalism and integrity to other counseling associations, quality assurance organizations, and higher education institutions. As CACREP embarks on its next phase of growth, the CEO will monitor the environment and keep the Board informed of key issues and trends that will impact the organization's strategic goals. The CEO may also engage the Board in discussions on its core functions.

Serve as an effective spokesperson for CACREP and counselor education accreditation

CACREP is transitioning from the leadership of a long-serving and highly respected CEO, to a new generation of development and administration. The next CEO will serve as a transparent and passionate spokesperson, poised to articulate and champion the organization's future direction. The Board and staff will look to the CEO to be the face of the organization, both managing conflicts and ensuring the highest standards in counselor education accreditation.

QUALIFICATIONS, SKILLS, AND EXPERIENCE

CACREP's next President and CEO will be a dynamic and mission-driven individual with strong emotional intelligence, leadership, exceptional judgment, superb communication skills, and the ability to work collaboratively with many internal and external constituencies. She or he will bring many of the following professional qualities and experiences:

- A nuanced understanding of the current issues within higher education accreditation;
- A record of visionary, strategic leadership applicable to accreditation standards within counseling education;
- A proven ability to work collaboratively while establishing mutual trust and respect with a volunteer leadership base, related professional organizations, and stakeholder groups;
- An ability to collaborate and inspire within the organization, the staff, Board, and among diverse constituents;
- Strong written and oral communication skills, with the ability to serve as an effective spokesperson to local and global counseling communities;
- An ability to lead an efficient and effective organization in accordance with best practices and fiduciary requirements;
- Confidence to make sound decisions and take responsibility for outcomes;
- A master's degree in a relevant area is required and a doctoral degree is preferred.

TO APPLY

Nominations and applications are welcome. All nominations and inquiries should be sent in confidence to:

Philip Jaeger, Vice President

Pamela Pezzoli, Managing Associate

Laura Uvena, Associate

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CACREP is an Equal Opportunity Employer. All applicants will receive consideration for employment without regard to age, race, creed, color, national origin, ancestry, marital status, affectional or sexual orientation or sex.