



NCDHH

**NEBRASKA COMMISSION
FOR THE DEAF AND HARD OF HEARING**

PROSPECTUS

NCDHH

NEBRASKA COMMISSION FOR THE DEAF AND HARD OF HEARING

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WE ARE NCDHH.

The mission of the Nebraska Commission for the Deaf and Hard of Hearing is to provide advocacy, communication access, and information to enhance awareness and services for improving the quality of life for all who experience hearing loss. As a proactive state agency, the Commission works toward building support, cooperation, and understanding, regardless of hearing ability, resulting in **FAIRNESS AND EQUALITY FOR ALL NEBRASKANS**. Its purposes are: to provide services and training to promote awareness by delivering programs that empower Deaf and Hard of Hearing Nebraskans; to implement programs through collaboration with consumer groups, the Governor, the legislature, organizations, service providers, and agencies; to broaden the collection and dissemination of information on deafness and hearing loss; **TO ENSURE FULL ACCESS** to comprehensive mental health, alcoholism, and substance abuse services for Deaf and Hard of Hearing persons by collaborating with the Nebraska Department of Health and Human Services and other behavioral health service providers; and to ensure and implement effective access to interpreting services by **COLLABORATING** with consumer groups, organizations, and agencies.

FAIRNESS &
EQUALITY

FULL
ACCESS

COLLABORATION

MISSION STATEMENT.

We advocate to create opportunities by raising awareness through collaboration.

VISION STATEMENT.

Access for All.



VALUES.

- **EMPOWERMENT AND ADVOCACY**
Emphasizing self-empowerment, self-advocacy, and educating consumers on their legal rights and available resources.
- **COLLABORATION AND PARTNERSHIP**
Working with stakeholders to implement and maintain programs, resolve service gaps, and foster partnerships to enhance awareness and access.
- **AWARENESS AND EDUCATION**
Promoting awareness through information dissemination, educating about Deaf culture, and enhancing communication access.
- **HEALTHCARE ACCESS**
Ensuring communication access in healthcare, training interpreters in health and behavioral care, and establishing support systems.
- **QUALITY OF INTERPRETING SERVICES**
Overseeing the licensing and training of interpreters, ensuring effective and quality interpreting services.
- **CULTURAL AWARENESS**
Promoting and educating others about Deaf culture and history through events and collaborations.

Demographics

in the state of Nebraska.

Total population

1,968,000

(2022 United States Census)

Estimated DeafBlind Individuals

19,680

represent an estimated 1% of the population with some degree of hearing loss and vision loss
(NASADHH Annual Report and Helen Keller Services)

Estimated Deaf and Hard of Hearing Individuals

363,600

represent an estimated 20% of the population with some degree of hearing loss
(NASADHH Annual Report and Lincoln East Rotary)

Board Demographics.

Nine members appointed by the governor and approved by the Nebraska Unicameral, serving a three-year term, with a possibility of two terms.

3

Deaf

3

Hard of Hearing

3

Professional Interest/
Knowledge of Deaf
and Hard of
Hearing*

* Individuals with an interest in and/or a knowledge of deafness and hearing loss issues. Typically an interpreter, audiologist, or public health professional who is involved in education and/or Deaf and Hard of Hearing personal connection.

Staff.

14

STAFF MEMBERS

2 vacant positions, including the Executive Director position.

2

LEADERSHIP

Marketing & Communications Specialist and Lead Advocacy Specialist

1

BEHAVIORAL HEALTH COORDINATOR

6

ADVOCACY SPECIALISTS

Two in Omaha, one in Lincoln, one in Kearney, one in North Platte, and one in Scottsbluff

3

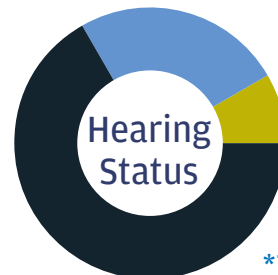
ADMINISTRATIVE PROFESSIONALS

4

DEAF

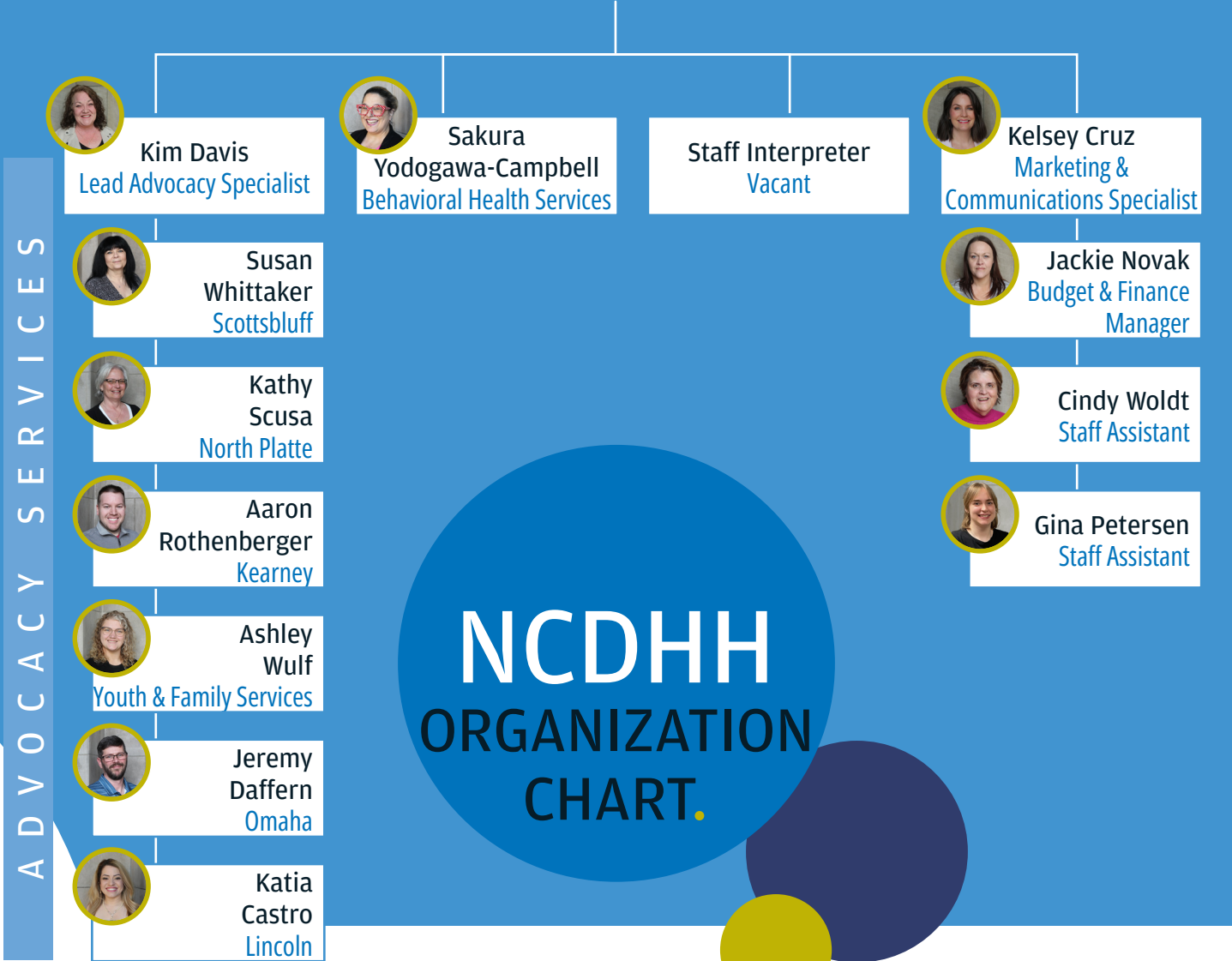
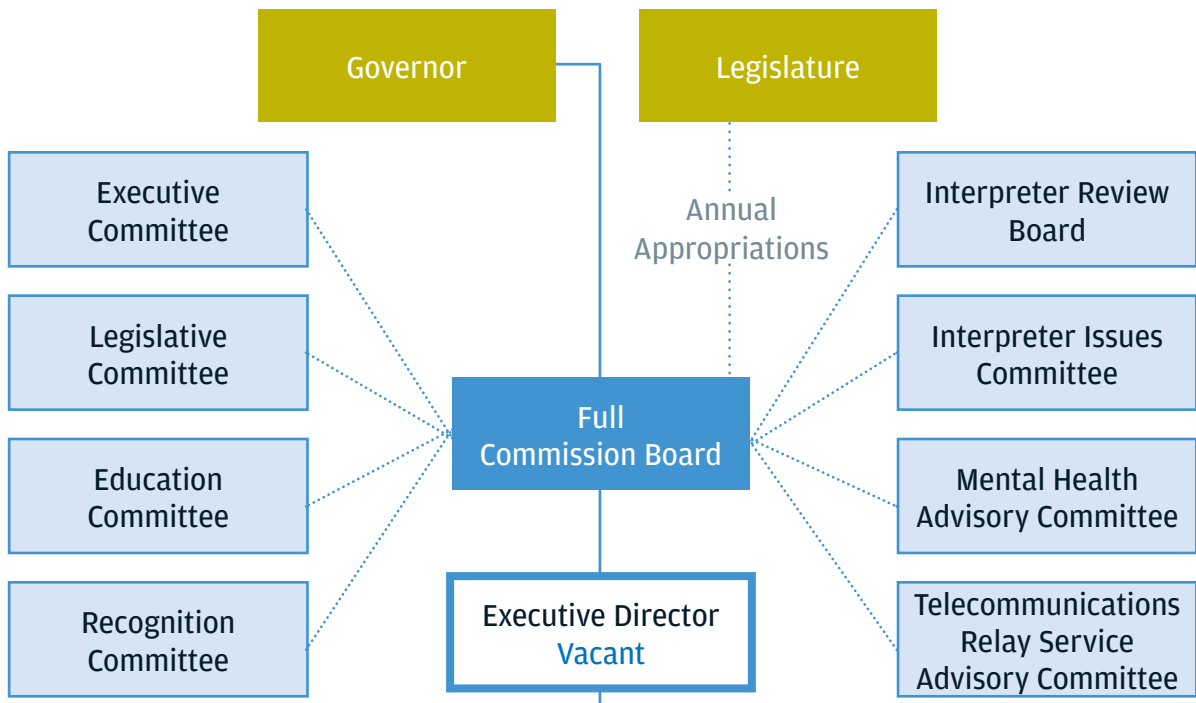
9

HEARING



1

HARD OF HEARING



NCDHH ORGANIZATION CHART.



History.

The Nebraska Commission for the Deaf and Hard of Hearing was established by the State Legislature in 1979. The Commission consists of nine members appointed by the governor, subject to approval by the legislature.

Established in 1990, the Commission guides the development, monitoring, and promotion of state-wide telecommunications relay and equipment distribution program services in Nebraska. The Commission reviews and decides on the surcharge and rules and regulations established by the Public Service Commission, on an annual basis. The Commission was created in 1990.

The Commission has the following three sub-committees focused on the different needs of the Deaf and Hard of Hearing: the Nebraska Sign Language Interpreter Review Board, the Telecommunication Relay Services Advisory Committee, and the Mental Health Advisory Committee.



Nebraska
Sign Language
Interpreter
Review Board

Est. 2002

The Board was created in 2002 to develop guidelines and regulations for the licensing of sign language interpreters. The Board consists of eight people: one Director of Health and Human Services or his/her designee; one Director of the Commission for the Deaf and Hard of Hearing or his/her designee; two Deaf or Hard of Hearing people; two qualified interpreters who must be licensed interpreters within one year of their appointment; and 2 members representing local government.



Telecommunication
Relay Services
Advisory Committee

Est. 1990

The committee guides the development, monitoring, and promotion of state-wide telecommunications relay and equipment distribution program services in Nebraska. Annually, the committee discusses the surcharge and rules and regulations established by the Public Service Commission. The Committee was created in 1990. The Committee consists of seven people: two hard of hearing people, one speech-impaired person, one person representing the Commission for the Deaf and Hard of Hearing, and one person representing the public.



Mental Health
Advisory Committee

Est. 1995

In June 1995, Legislative Bill 25 created a Mental Health specialist position within the Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) to ensure full access to comprehensive mental health, alcohol, and drug abuse services for deaf and hard of hearing people. The commission appoints members of this special advisory committee. The committee consists of five members, three counselors familiar with mental health, alcoholism, and drug abuse disorders in Deaf and Hard of Hearing people, and two human services professionals. Health and Human Services and the commission shall each have a representative who serves on the committee in a non-voting technical capacity.

Programs and Services.

NCDHH offers a wide range of programs and services designed to support the educational, communicative, and developmental needs of Deaf and Hard of Hearing individuals.



Assistive Devices Loan Program

provides short-term loans of telecommunication and assistive listening devices to individuals who are Deaf or Hard of Hearing. This service allows users to borrow a variety of devices, such as amplified phones, video phones, or personal listening systems.



Nebraska Specialized Telecommunications Equipment Program (NSTEP)

offers qualified individuals access to telecommunications and assistive listening devices at no or low cost. This program is designed to support Deaf, Deaf-Blind, and Hard of Hearing individuals by providing essential tools like amplified phones, captioned phones, and other specialized equipment. NSTEP ensures that those who meet the eligibility criteria can improve their communication capabilities, enhancing their ability to connect with others and participate fully in everyday activities.





ASL Interpreter Services

provides professional American Sign Language interpreters to facilitate communication between Deaf and Hard of Hearing individuals and those who do not use sign language. These services are essential in a variety of settings, including medical appointments, educational environments, legal proceedings, and public events, ensuring that all parties can fully understand and participate in conversations.



Hearing Aid Banks

offer a valuable service by coordinating, processing, and approving applications for refurbished hearing aids. This program is designed to assist individuals who may not have the financial means to purchase new hearing aids. By providing access to quality refurbished devices, the Hearing Aid Banks help improve the quality of life for those with hearing loss, enabling them to enhance their communication abilities and engage more fully in their daily lives. The program ensures that eligible individuals receive the hearing aids they need, promoting better hearing health and accessibility.





Behavioral Health Service

plays a crucial role in promoting and advocating for accessible mental health, substance abuse, and domestic violence/sexual assault services tailored to the needs of Deaf and Hard of Hearing individuals. By assisting consumers, providers, and the general public, this service ensures that Deaf and Hard of Hearing people have full access to comprehensive care, including mental health support and alcohol and drug abuse treatment. The program is dedicated to breaking down barriers to these essential services, fostering a supportive and inclusive environment where individuals can receive the care they need to lead healthier, safer lives.



Advocacy Presentations and Training Service

offers no-cost education and training to businesses, government agencies, and other organizations, focused on enhancing the lives of people who are Deaf, DeafBlind, or Hard of Hearing. These presentations cover a wide range of topics, including safety training, healthy connections, Deaf culture, educational options for Deaf individuals, and various communication modalities. By raising awareness and equipping participants with the knowledge to better understand and support the Deaf and Hard of Hearing community, this program promotes more inclusive and accessible environments.





Education Advocate Service

offers dedicated support and assistance to students and families facing educational and vocational challenges. This service focuses on ensuring effective communication and equal learning opportunities for Deaf, DeafBlind, and Hard of Hearing students. By helping navigate educational systems, advocating for appropriate accommodations, and addressing specific needs, the Education Advocate plays a crucial role in promoting a positive and equitable educational experience. This support helps students achieve their full potential and ensures that their unique needs are met in both academic and vocational settings.



Youth and Family Services

provide essential support and advocacy to both young people and their families within the Deaf and Hard of Hearing community. This service focuses on addressing the unique needs and challenges faced by Deaf and Hard of Hearing youth, while also offering guidance and resources to their families. By fostering a supportive environment, Youth and Family Services help families navigate educational, social, and emotional aspects of their children's lives, ensuring that they have access to the resources and advocacy needed to thrive. This holistic approach promotes the overall well-being and development of both youth and their families.





Interpreter Resources & Licensing

offers comprehensive online resources for locating licensed sign language interpreters and oversees the regulation of interpreter and Video Remote Interpreting (VRI) businesses. The Commission is responsible for developing and enforcing guidelines and regulations for the licensing of sign language interpreters working with state entities that receive funding from the Legislature, such as the Legislature itself, legislative committees, executive agencies, courts, and probation offices. Additionally, the Commission addresses and resolves disputes related to unethical behavior during interpreting assignments, ensuring high standards of professionalism and integrity in the field.

2024 NCDHH Budget.

NCDHH receives its funding from the Nebraska State Legislature appropriation, fees, and foundation grants.

	2025 Approp.	PSL/Salary	ReApprop.	Approp/Reapprop
GENERAL FUNDS	\$1,211,665		\$97,004	\$1,308,669
CASH FUNDS	\$36,600		\$24,266	\$60,866
SALARY BUDGET		\$824,933		\$824,933
	\$1,248,265		\$121,270	\$2,194,468

Strategic Plan.

(December 2021)

Empower through training and provide services to create awareness

- Educate consumers on their legal rights under federal and state laws.
- Update consumers on available technology, equipment, and telecommunication access options and services.
- Educate consumers on self-empowerment and self-advocacy.
- Advocate to ensure equal access to quality education for Deaf, Deaf-Blind, and/or Hard of Hearing students.

Collaborate with stakeholders to implement and maintain programs

- Provide access to quality, effective, accessible communication accommodations.
- Identify and resolve gaps in services.
- Promote awareness by collecting and distributing information.

Promote awareness through the collection and distribution of information

- Inform communities about programs and services operated by NCDHH.
- Enhance the website to better provide information through emerging technology.
- Research, gather, and expand the dissemination of information through visual technology.
- Promote partnerships with other agencies to encourage website visits.

Ensure access to healthcare

- Promote and/or provide healthcare/behavioral healthcare training to certified or licensed sign language interpreters in Nebraska.
- Educate staff of healthcare facilities to ensure communication access for all.
- Establish local support systems with mental health providers, domestic violence programs, and regional programs.

Ensure access to effective and quality interpreting

- Oversee and enforce the licensing of Deaf and sign language interpreters.
- Review alleged violations of rules and regulations governing sign language interpreters.
- Promote and/or provide interpreter training.

Educate and promote awareness of Deaf culture

- Enhance and develop events about Deaf culture.
- Collaborate with Deaf organizations to promote awareness of Deaf culture and history.

Nebraska Revised Statute 71-4728.

Nebraska Legislature, Chapter 71

Commission; purpose; duties.

The commission shall serve as the principal state agency responsible for monitoring public policies and implementing programs which shall improve the quality and coordination of existing services for deaf or hard of hearing persons and promote the development of new services when necessary. To perform this function the commission shall:

(1) Inventory services available for meeting the problems of persons with a hearing loss and assist such persons in locating and securing such services;

(2) License interpreters and video remote interpreting providers under sections 20-150 to 20-159 and prepare and maintain a roster of licensed interpreters as defined in section 20-151. The roster shall include the type of employment the interpreter generally engages in, the type of license held, and the expiration date of the license. Each interpreter included on the roster shall provide the commission with his or her social security number which shall be kept confidential by the commission. The roster shall be made available to local, state, and federal agencies and shall be used for referrals to private organizations and individuals seeking interpreters and video remote interpreting providers;

(3) Promote the training of interpreters and video remote interpreting providers for deaf or hard of hearing persons;

(4) Provide counseling to deaf or hard of hearing persons or

refer such persons to private or governmental agencies which provide counseling services;

(5) Conduct a voluntary census of deaf or hard of hearing persons in Nebraska and compile a current registry;

(6) Promote expanded adult educational opportunities for deaf or hard of hearing persons;

(7) Serve as an agency for the collection of information concerning deaf or hard of hearing persons and for the dispensing of such information to interested persons by collecting studies, compiling bibliographies, gathering information, and conducting research with respect to the education, training, counseling, placement, and social and economic adjustment of deaf or hard of hearing persons and with respect to the causes, diagnosis, treatment, and methods of prevention of impaired hearing;

(8) Appoint advisory or special committees when appropriate for indepth investigations and study of particular problems and receive reports of findings and recommendations;

(9) Assess and monitor programs for services to deaf or hard of hearing persons and make recommendations to those state agencies providing such services regarding changes necessary to improve the quality and coordination of the services;

(10) Make recommendations to the Governor and the Legislature with respect to modification in

existing services or establishment of additional services for deaf or hard of hearing persons. The recommendations submitted to the Legislature shall be submitted electronically;

(11) Promote awareness and understanding of the rights of deaf or hard of hearing persons;

(12) Promote statewide communication services for deaf or hard of hearing persons;

(13) Assist deaf or hard of hearing persons in accessing comprehensive mental health, alcoholism, and drug abuse services;

(14) Provide licensed interpreters in public and private settings for the benefit of deaf or hard of hearing persons, if private-practice licensed interpreters are not available, and establish and collect reasonable fees for such services; and

(15) Approve, conduct, and sponsor continuing education programs and other activities to assess continuing competence of licensees. The commission shall establish and charge reasonable fees for such activities. All fees collected pursuant to this section by the commission shall be remitted to the State Treasurer for credit to the Commission for the Deaf and Hard of Hearing Fund. Such fees shall be disbursed for payment of expenses related to this section.

The original statute can be found on NebraskaLegislature.gov, the official site of the Nebraska Unicameral Legislature.

ABOUT NEBRASKA.

Nebraska is a state in the Midwestern region of the United States. It is known for its vast prairies, agriculture, and the Great Plains. The state has a diverse economy that includes farming, ranching, manufacturing, and transportation. Nebraska's capital is Lincoln, and its largest city is Omaha. The state is home to several prominent universities, including the University of Nebraska. Nebraska has a rich history with Native American heritage and was part of the Oregon Trail during westward expansion. The state is also known for its contributions to college football, with the Nebraska Cornhuskers having a passionate fan base. Nebraska's landscape includes rolling hills, rivers, and the Sandhills region, which is one of the largest areas of grass-stabilized sand dunes in the world. The state's culture is characterized by a strong sense of community, agricultural roots, and Midwestern values. Lincoln, the capital of Nebraska, is known for its vibrant community, rich history, and strong educational institutions, particularly the University of Nebraska-Lincoln. Omaha, the state's largest city, is an economic and cultural hub with diverse industries, a lively cultural scene, and historic districts like the Old Market. Kearney, located in central Nebraska, is recognized for its historical significance, academic life, and attractions like the Great Platte River Road Archway Monument. North Platte, in west-central Nebraska, is steeped in railroad history and Western heritage, while Scottsbluff, in the western part of the state, is noted for its scenic beauty and proximity to the Scotts Bluff National Monument, serving as a gateway to the Great Plains.



GLIMPSES OF NEBRASKA.

LAKE MCCONAUGHY



CHADRON STATE PARK



CHARLES SCHWAB FIELD



GENE LEAHY MALL RIVERFRONT



HEARTLAND OF AMERICA ICE PARK



MONUMENT MARATHON



GLIMPSES OF NEBRASKA.



TOALSTOOL GEOLOGICAL PARK



GENE LEAHY MALL



NEBRASKA BIG RODEO



SKINNY BONES CORN MAZE



Nebraska Deaf, Hard of Hearing, and Deaf-Blind Community.

Nebraska is home to vibrant and active Deaf and DeafBlind communities, supported by a robust network of resources and organizations. Nebraska has approximately 393,600 residents with hearing loss, including those who are Deaf and DeafBlind.

Several organizations, such as the Nebraska Association of the Deaf (NeAD) and Nebraska Hands and Voices, play pivotal roles in supporting these communities. NeAD advocates for the rights and interests of Deaf individuals, while Nebraska Hands and Voices provides families with the necessary resources, networking, and information to improve communication access and educational outcomes for their children. Community events, such as Deaf Awareness Week, ASL socials, and local Deaf clubs, provide opportunities for socialization, networking, and cultural exchange, fostering a strong sense of community. Deaf and Hard of Hearing individuals in Nebraska have strong ties with Boystown, the Nebraska Registry of Interpreters, the Helen Keller Center, the Early Hearing Detection & Intervention program, the Nebraska Deaf Heritage Museum and Cultural Center, Deaf-Centric Hospital, and the Iowa School for the Deaf.

Educational resources remain a cornerstone of support for the Deaf and Hard of Hearing communities. While there is no Deaf school in the state, there are collaborations between the Nebraska Department of Education, Regional Programs, and School Districts (LEA) to ensure that Deaf and Hard of Hearing students receive a Free Appropriate Public Education, Special Education Related Services, and a Least Restrictive Environment. They also have Early Identification and Intervention, Outreach Services, and Transition Plans and Services.

Various colleges and universities play an important role in the Nebraska Deaf and Hard of Hearing community, such as the University of Nebraska-Lincoln's Interdisciplinary Preparation in Deaf Education and Speech-Language Pathology and the University of Omaha's interpreting programs. These programs further enrich the educational landscape and promote a deeper understanding of Deaf culture. This extensive network of services, events, and educational opportunities ensures that Deaf, Hard of Hearing, and DeafBlind individuals in Nebraska have the resources they need to thrive and fully participate in all aspects of life.



LEADERSHIP PROFILE.

NCDHH seeks an Executive Director who embodies and exemplifies the agency's mission and vision, which focus on promoting and advocating for equality, opportunity, and access to effective communication for Nebraskans who are Deaf, Deaf-Blind, or Hard of Hearing.

Future-Oriented Visionary Leader

The Executive Director embodies a blend of a future-oriented vision and deep-rooted respect for the state's heritage and values. This leader is committed to the well-being of Deaf, Hard of Hearing, and DeafBlind people of Nebraska and those who are part of the community, emphasizing engagement across groups within the community. With a forward-looking mindset, they move the community toward a new future by championing innovation while ensuring that the new changes align with the state's agricultural, rural, and urban identities.

In alignment with Nebraska's strong sense of community and practicality, the leader fosters collaboration across diverse groups and respects the unique needs of both rural and urban communities. They are a strategic thinker who guides the agency to anticipate future challenges and

opportunities coming up with initiatives that are grounded by the state's values of hard work, integrity, and humility. By building strong partnerships with local leaders, businesses, and citizens, they create sustainable solutions that drive Nebraska forward while honoring its rich traditions. Focused on proactive problem-solving, they encourage innovative approaches and maintain a clear focus on goals. Transparent communication is key, with regular updates and consistent messaging to ensure trust and clarity. As an advocate for diverse communities, including Deaf, Hard of Hearing, Deaf-Blind, and others, this leader works to meet their needs and drive innovation within the agency, enhancing services and support across Nebraska. Their dedication to these principles ensures the successful fulfillment of the NCDHH mission and vision.

Passionate Advocacy and Legislative Expertise

The Executive Director shows passion about community rights and access to services and brings critical legislative and state-level experience, including drafting and advocating for bills, lobbying, and conducting policy research. They possess deep expertise in state education policies, budget advocacy for Deaf and Hard of Hearing programs, senior services legislation, and health and accessibility laws. With strong interpersonal skills, this leader effectively collaborates with legislators and the governor to support NCDHH's mission. They excel in grant writing to secure funding, clearly define NCDHH contributions, and expand outreach initiatives. Open communication and an open-door policy foster transparency, trust, and collaboration within the community.

Catalyst for Collaboration and Community Engagement

This Executive Director connects and empowers the diverse communities served by NCDHH, promoting inclusivity through accessible public events, workshops, and healthcare advocacy. Their role involves actively engaging with and advocating for all communities, ensuring access to essential resources and services across Nebraska. They organize public events, support workshops on key topics, and use various platforms to raise mental health awareness and promote hearing aid availability. The leader also advocates for improved healthcare standards and improved services for seniors. By fostering statewide collaboration with organizations in education, health, and technology sectors, they ensure that the NCDHH mission is realized through broad community involvement.

Visible and Unifying Community Advocate

This Executive Director will cultivate the midwest culture by emphasizing kindness, respect, and collaboration in their leadership. They empower Deaf and Hard of Hearing individuals to take on leadership roles. The Executive Director excels in strengthening internal dynamics by fostering an inclusive and collaborative environment by emphasizing teamwork, respectful communication, and integrity. They will maintain a strong presence within the communities served by NCDHH, ensuring all voices are heard and valued. By uniting diverse groups within the Deaf, Hard of Hearing, and Deaf-Blind communities, and other stakeholders, the leader will foster relationships built on mutual respect and understanding. Through promoting a culture of kindness and collaboration, they will strengthen bonds between NCDHH and the communities it serves, enhancing trust and cooperation. Additionally, the leader will actively build positive relationships with individuals, organizations, and communities across Nebraska, reinforcing the NCDHH as a supportive and unifying force in the state.

Statewide Educational Leadership

The Executive Director is expected to provide leadership and collaboration among key constituents in addressing critical challenges in Deaf In education of young Deaf and Hard of Hearing students. The Deaf educational issues that need to be addressed include, but are not limited to, the shortages of teachers, specialists, and interpreters. They will focus on improving access to assistive technology and expanding educational opportunities, especially in rural areas, to ensure that all Deaf and Hard of Hearing individuals in Nebraska have the resources they need for success. Enhancing Deaf education and increasing the quality of interpreters will drive the success of the NCDHH mission of inclusivity, advocacy, and education across the state.

JOB DESCRIPTION.

The Nebraska Commission for the Deaf and Hard of Hearing (NCDHH) is seeking a dynamic and experienced Executive Director to lead our agency. The Executive Director will oversee the Commission's strategic direction, ensure effective program implementation, and advocate for the needs of Deaf, Deaf-Blind, and Hard of Hearing Nebraskans. This role requires a visionary leader with a deep commitment to accessibility, inclusion, and community engagement. The Lincoln, NE office is the 'home' office for NCDHH, the Director is expected to primarily work at the Lincoln office.

Salary

\$90,000 to \$120,000

Minimum Requirements

Educational Background

Bachelor's degree in a relevant field; advanced degree preferred.

Executive Experience

Proven track record in executive leadership, program management, and strategic planning.

Leadership in Inclusive Practices

Experience in leading organizations or programs that emphasize inclusive practices and equitable access.

Empowerment and Advocacy

Experience in empowering individuals and advocating for their rights, with a focus on education about legal rights and resources.

Knowledge and Expertise

Strong understanding of Deaf culture, communication modalities, and the needs of Hard of Hearing individuals, along with relevant legislation.

Skills

Excellent communication, interpersonal, collaboration and advocacy skills.

Financial Management

Experience in budget development and management, and grant writing and securing funding.

Travel and Transportation

Ability to travel occasionally; valid driver's license and reliable transportation are required to meet travel needs effectively.

Technical Proficiency

Proficient in Microsoft Office Suite, including Word, Excel, PowerPoint, and Outlook.

Preferred Qualifications

Advocacy Experience

Strong track record of advocating for the rights and needs of diverse communities, particularly within the Deaf and Hard of Hearing sectors.

Legislative Expertise

Experience in navigating and influencing legislative processes, including drafting and advocating for relevant policies and funding.

Healthcare Access

Experience in ensuring communication access in healthcare settings and training interpreters in health and behavioral care.

Community Engagement

Demonstrated ability to engage with and build relationships within the community, ensuring effective outreach and support.

Cultural Competence

Deep understanding and respect for Deaf culture and the unique needs of Deaf, Deaf-Blind, and Hard of Hearing individuals.

Educational Experience

Experience in K-12 Deaf education and working with families of Deaf/Hard of Hearing children.

Late Deafened Individuals

Experience working with late-deafened individuals.

Senior Citizens

Experience working with seniors.

Rural Community Awareness

Ability to assess and address the unique challenges and needs of rural communities, ensuring equitable access to resources and services for Deaf, DeafBlind, and Hard of Hearing individuals.

Innovation and Problem-Solving

Proactive and innovative approach to problem-solving, with a focus on developing new strategies and solutions to meet community needs.

Professional Growth

Strong commitment to ongoing learning and professional growth, staying current with best practices and emerging trends in the field.



40%

Duty #1: Program Oversight, Organizational Strategy, Policy Development, and Representation and Advocacy

General Summary: This duty involves managing and overseeing all agency program activities, approving program changes, and ensuring high-quality services through collaboration with staff. It includes developing and directing organizational strategy, drafting necessary policies, and implementing the Commission's policies while managing regulatory and fiscal relationships. The role also requires representing the Commission at various events, handling third-party inquiries, and providing testimony to the Nebraska legislature on relevant issues, and engaging with legislators and government officials on behalf of the agency.

Individual tasks related to the duty:

- Oversee all agency program activities and approve any program changes.
- Carry out the policies of the Commission and other entities that interact with the agency in a regulatory or fiscal relationship. Inform the Commissioners regarding policy changes and recommend policy decisions which come before the agency to be resolved.
- Recommend to the Commissioners areas of needed change related to programming; work with staff to maintain high-quality services.
- Represent the Commission at meetings, conferences, civic functions, and other related activities.
- Direct the collection of data required to evaluate programs and report on activities as mandated by the Commission or by law.
- Respond to third-party inquiries on behalf of the Commission.
- Develop and direct organizational strategy.
- Organize and present testimony at the Nebraska legislature on issues related to the agency and interact with legislators and state and federal government officials on behalf of the agency.
- Draft organization policies and philosophies, as necessary.

30%

Duty #2: Personnel Management/Budget and Funding

General Summary: This duty encompasses overseeing and managing all agency personnel, including setting goals, evaluating performance, and providing necessary supervision. It also involves developing the agency's budget every two years, collaborating with the state budget division and legislature to ensure adequate funding, and seeking additional funding to meet the agency's needs. Additionally, this role requires securing the Commission's approval for the annual budget and any major budget revisions throughout the year.

Individual tasks related to the duty:

- Responsible for the management and supervision of all agency personnel, including coordination of goals, objectives, and performance standards; regular evaluation of job performance; and supervisory activities as deemed necessary.
- Responsible for developing the agency's budget on a biennial basis.
- Work with the state budget division and the legislature to assure adequate agency funding.
- Pursue funding to secure the needs of the agency as determined by the Commission.
- Secure Commission approval for the final budget document annually and for any major revisions in the budget during a funding year.



20%

Duty #3: Communication and Coordination/ Public Outreach and Education

General Summary: This duty involves organizing and preparing for Deaf and Hard of Hearing Commission meetings held quarterly and managing communication tasks such as producing newsletters and other publications. It includes maintaining open and constructive communication with all stakeholders, overseeing public outreach and advocacy efforts, and handling educational activities. Additionally, this role involves reviewing requests for information or presentations and assigning them as appropriate.

Individual tasks related to the duty:

- Coordinate and prepare for Deaf and Hard of Hearing Commission meetings held four times a year.
- Coordinate and prepare communication, including a periodic newsletter, Commission publications, and others as requested.
- Maintain open and constructive communication with all stakeholders.
- Oversee the agency's public outreach and advocacy/education activities.
- Review requests for information/presentations and assign as appropriate.

10%

Duty #4: Other Duties

- Omaha office visits. Occasional visits to the other three offices in western Nebraska.
- Other duties assigned by the Commission Board.



HOW TO APPLY.

Interested candidates should submit a cover letter, resume, and three references to: <http://www.innivee.com/apply>.

For questions, please contact apply@innivee.com.

EEO Statement: The State of Nebraska values our teammates and a supportive environment that strives to promote diversity, inclusion, and belonging. We recruit, hire, train, and promote in all job classifications and at all levels without regard to race, color, religion, sex, age, national origin, disability, marital status or genetics.

