



President and CEO

POSITION OVERVIEW

About Industries for the Blind and Visually Impaired (IBVI)

Founded in 1948 with a simple but powerful vision -- to create meaningful employment for a blind family member -- Industries for the Blind and Visually Impaired has grown into one of the nation's leading mission-driven manufacturing and distribution enterprises dedicated to creating jobs for people who are blind or visually impaired.

IBVI seeks to provide world-class products and services to customers to support upward mobility for the blind and visually impaired and uphold their core statements:



- ✓ Create and grow employment opportunities for people who are blind or visually impaired.
- ✓ Provide the best, most cost-effective industrial supplies and friendly customer service.
- ✓ Balance job creation, capital investments, and profitability while adhering to regulatory requirements.
- ✓ Create an open, collaborative environment that fosters innovative business ideas, engages employees, and adds a true sense of belonging.

Today, IBVI operates at the intersection of mission and enterprise. The organization delivers high-quality industrial, office, and specialty products to customers while providing accessible, purpose-driven employment. IBVI functions as a large-scale social enterprise, part nonprofit mission, part sophisticated production and retail operation, serving customers including U.S. military branches, federal agencies, and national service programs. With manufacturing facilities in Wisconsin and retail operations across multiple states, the organization provides hundreds of individuals the opportunity to work, earn income, and live with independence and dignity.

The organization now enters an important chapter: building upon IBVI's history of success, diversifying revenue sources, and positioning the enterprise for long-term growth and sustainability.

The President and CEO Opportunity

This role represents a rare leadership opportunity for the candidates of choice. The opportunity to guide a national social enterprise where operational excellence translates into life-changing employment for individuals.

IBVI is a respected organization with strong partnerships and decades of mission credibility. At the same time, the organization faces the need to evolve the enterprise for the future. Much of the organization's current revenue is tied to federal programs and the next CEO will lead the organization in maintaining these critical relationships while strategically expanding commercial markets, strengthening operational discipline, and building a more diversified business model.

This role is not a traditional nonprofit role. Success will come through enterprise leadership, market positioning, partnership development, and strengthened operational performance. The CEO will evaluate existing business lines, strengthen customer relationships, and identify growth pathways that leverage IBVI's manufacturing capabilities and national reputation. The role requires balancing long-standing mission commitments with forward-looking strategy. The CEO will honor IBVI's legacy while shaping the next generation of opportunity for employees and customers alike.



Reporting to the Board of Directors, the President and CEO will serve as the strategic, operational, and cultural leader of IBVI. This leader will oversee a complex operation that includes manufacturing, distribution, retail services, and contracting activities. The CEO will integrate mission impact with business rigor, ensuring that operational decisions, financial performance, and growth strategies support both employment outcomes and long-term stability. The President and CEO will translate strategy into measurable results and

build strong internal leadership alignment and accountability across the organization.

Externally, the CEO serves as IBVI's primary ambassador to government agencies, industry partners, and community stakeholders. This person will be a leader comfortable operating in both public-sector and commercial environments, capable of navigating regulatory frameworks while identifying market opportunities. The President and CEO must communicate clearly with the Board, cultivate trust across stakeholders, and guide the organization on its journey through modernization, diversification, and sustained growth.

Position Duties and Responsibilities

Strategic Leadership & Enterprise Vision

The President & CEO will articulate and operationalize a compelling long-term vision that aligns IBVI's mission with its manufacturing, distribution, and market opportunities. This leader will guide the development and execution of multi-year strategic plans, clearly defining the organization's value proposition and positioning in both government and commercial markets. The CEO must anticipate economic, regulatory, and technological shifts affecting the industry and proactively adapt strategy to maintain competitiveness. In doing so, the President and CEO will evaluate new product lines, technologies, and business models that expand opportunity while strengthening sustainability.

Organizational & Operational Management

The President and CEO will oversee the full scope of manufacturing, distribution, and retail operations, ensuring consistent standards of quality, efficiency, compliance, and safety across all locations. Working closely with the executive team, the President and CEO establishes short- and long-term operational goals aligned with strategic priorities and financial performance. This person will work to modernize systems and processes, implement data-informed decision-making, and ensure all operations meet federal requirements. Through clear leadership and structure, the President and CEO will align day-to-day performance with enterprise objectives.

Financial Stewardship & Performance Accountability

The President and CEO is responsible for strengthening IBVI's financial health and ensuring disciplined oversight of budgeting, capital planning, and cash flow management. The President and CEO will partner closely with the Board of Directors, Finance Committee, and executive leadership to maintain transparency and accountability in financial reporting and performance measurement.

Business Development, Diversification & Growth

The President and CEO will lead enterprise-level business development efforts across both government and commercial markets. This includes cultivating and strengthening relationships with federal partners, military stakeholders, and industry leaders while expanding into diversified revenue streams beyond traditional channels. The President and CEO will support long-cycle contracting opportunities while actively pursuing new partnerships that leverage IBVI's capabilities and mission to unlock additional markets. Growth will come through strategic positioning, relationship development, and disciplined expansion.

Position Duties and Responsibilities

Leadership, Culture & Talent Development

The President and CEO will lead and develop the executive leadership team, modeling integrity, professionalism, and transparency. Through visible and engaged leadership, foster trust, collaboration, and shared purpose throughout the organization. This role includes aligning leadership structure, setting performance expectations, and strengthening accountability while maintaining a culture of inclusion and belonging. The President and CEO will guide a culture that balances mission commitment with performance excellence.

External Relations, Advocacy & Partnerships

Serving as IBVI's primary spokesperson, the President and CEO will build and maintain strong relationships with stakeholders, government agencies, industry partners, and community leaders. The President and CEO will elevate IBVI's brand credibility in both mission and enterprise arenas and strengthen national partnerships that support long-term growth and employment outcomes. The role requires consistent external engagement and strategic communication to advance IBVI's reputation and influence.

Board Relations & Governance

The President and CEO will partner closely with the Board of Directors to ensure alignment between governance, strategy, and oversight. This includes providing timely and transparent communication, presenting decision-ready information, and serving as a trusted advisor to Board leadership. The President and CEO will support effective Board engagement in strategic planning, financial oversight, and mission impact while maintaining clear roles and accountability between management and governance.



Candidate Profile

Industries for the Blind and Visually Impaired seeks a leader who combines enterprise leadership capability with authentic commitment to mission impact. The successful candidate will be a strategic operator – equally comfortable shaping long-term direction and driving disciplined day-to-day execution – and will understand that sustainable business performance is what ultimately enables life-changing employment opportunities.

The ideal candidate brings significant senior leadership experience leading complex organizations through growth, transformation, or stabilization and have demonstrated the ability to create clarity where ambiguity exists. This individual understands how to assess organizational strengths and risks, align teams around priorities, and convert strategy into measurable outcomes. Experience overseeing large teams and senior leaders is essential, as is a track record of building trust and accountability across an organization.

This leader is a forward-thinking strategist who evaluates markets, identifies opportunities, and positions an organization for long-term relevance. They bring experience expanding revenue, strengthening existing customer relationships, and identifying new business opportunities. The candidate understands how to making decisions that support both purpose and sustainability and can articulate a clear value proposition to partners, customers, and stakeholders.

The President and CEO must be a credible and confident ambassador capable of building strong relationships across diverse stakeholders. They cultivate partnerships that expand opportunity and support long-term sustainability. The candidate demonstrates executive presence, communicates clearly with varied audiences, and represents the organization with authenticity and professionalism. They understand that leadership credibility is earned through consistency, visibility, and follow-through.

The successful candidate is experienced working with governing boards and understands the distinction between governance and management. They provide clear, decision-ready information, maintain open communication, and foster a collaborative relationship built on trust. They proactively engage board members in strategy and organizational progress while ensuring alignment on priorities and expectations.

The right leader will demonstrate an authentic passion for expanding opportunity for individuals who are blind or visually impaired, high emotional intelligence and strong listening skills, sound judgment and decisiveness with integrity, transparency, accountability, and confidence paired with humility.

This individual sees leadership not simply as managing an organization, but as stewarding a mission – understanding that operational success directly improves lives. A bachelor's degree is required; an advanced degree is preferred.

Compensation & Benefits

IBVI offers a competitive executive compensation package designed to attract and reward high-performing leadership. The position provides a base salary in the range of \$385,000 to \$420,000, complemented by a performance-based incentive opportunity tied to organizational results. The President and CEO will also receive a comprehensive benefits package that includes competitive health and retirement offerings, along with relocation assistance for candidates moving to Milwaukee.

How to Apply:

Industries for the Blind and Visually Impaired has retained The Batten Group, a national executive search firm specializing in mission-driven leadership recruitment, to conduct this search.

To express interest or recommend a candidate, please contact:

Robert Driver, Senior Executive Recruiter
The Batten Group
217-418-7345
robert@thebattengroup.com

All inquiries will be handled with strict confidentiality.

Policy on Placement and Recruiting

The Batten Group and Industries for the Blind and Visually Impaired are equal-opportunity employers committed to the principles of non-discrimination in the workplace. Candidates will not be discriminated against on the basis of age, race, creed, color, religion, sex, sexual orientation, national origin, disability, marital status, or any other basis prohibited by federal, state, or local law.

