



LAWYERS CONCERNED FOR LAWYERS

Confidential Support for Legal Professionals

EXECUTIVE DIRECTOR

THE ORGANIZATION

Lawyers Concerned for Lawyers (LCL) provides a free, confidential Lawyer Assistance Program for Minnesota lawyers, judges, law students, other legal professionals, and for their immediate families with any issue causing them stress or distress in their life. This program offers help to those affected by alcohol, drugs, and other addictions; depression, anxiety and other mental illnesses; stress and other life-related problems; and any condition which negatively affects the quality of one's life at work or at home.

Founded in 1976, LCL is comprised of hundreds of volunteer members statewide, a volunteer board of directors, an Executive Director, two Client Services Directors, one Outreach Director and an Office Manager. LCL's membership community includes those who have been helped by the organization and others who are concerned for the well-being of LCL clients and the legal profession. They are ready to help others by providing peer support, by reaching out a helping hand and, by supporting the organization in other ways. Roughly $\frac{3}{4}$ of LCL's funding comes in the form of a grant funded by lawyers' license fees, with the remainder coming from fundraising, contributions, and an annual event.

LCL contracts with AllOne Health (formerly Sand Creek LLC) for professional behavioral health assessments, short-term counseling, and referral to higher levels of care when appropriate. Telephone counseling is available 24/7. The Executive Director manages this contract.

AllOne Health counselors and LCL staff lead support groups for clients. Volunteers support clients during stressful times of personal change, recovery, return to successful practice, and other transitions.

In addition, LCL provides education to lawyers, judges, and law students through CLE programs, law school presentations, brief service announcements, and by assisting with curriculum that includes information on issues of concern to LCL. The organization also consults with individuals, family members, law firms, and other organizations to educate them about behavioral health concerns, to assist and coach them on getting help for the individual, and to provide guidance in prevention and return to work efforts.

Confidentiality is LCL's hallmark and applies to all of its activities including those of its volunteers as well as AllOne.

THE ROLE

The Executive Director is charged with delivering on the mission and growth goals of the organization in a fiscally sound manner. They are fully responsible for all operations of the organization. This includes providing day-to-day direction to the organization, as well as developing and executing its short- and long-range strategies and plans.

LCL has a major emphasis on outreach and education in the legal community throughout the state of Minnesota. In an ever-evolving communications environment the position is responsible for developing and implementing comprehensive communications and outreach plans for LCL that involve the creating and posting of web based content, written communications, print, social media, in-person and online seminars, and special event campaigns.

In addition to the effective and financially prudent day-to-day operation of LCL, the Executive Director is the primary public face of the organization and must interact effectively with many constituencies – lawyers, judges, law students, educators, and other legal professionals, bar associations, and legal employers. This individual must be a pro-active, visible representative of LCL. As such, the Executive Director must have a deep passion for the well-being of others, an appreciation of recovery principles and an abiding commitment to confidentiality that lies at the core of the LCL mission, and familiarity or a strong willingness to develop familiarity with the constituencies and organizations that make up the legal community in Minnesota.

With its history of excellence, confidentiality, and humility in serving the legal profession, LCL is poised for continued evolution of how it serves as a center of excellence as a Lawyers Assistance Program.

THE IDEAL CANDIDATE

Driven Leader. LCL's next Executive Director is a servant leader who expects their team and stakeholders to be superior to them in their area of specialty. Moreover, while themselves intelligent and an astute learner, they gladly rely on the expertise around them and desire to listen to the advice of their internal and external stakeholders. They will bring a track record of high standards, accountability, and unimpeachable integrity. They are a discerning, deliberate

decision maker that always works to safeguard LCL's reputation. The Executive Director will appreciate, respect, and enforce LCL's strong reputation for and commitment to confidentiality. LCL does not communicate any identifying information regarding its clients to any disciplinary or licensing board.

Excellent Communicator. LCL has thrived in part due to a culture of clear, honest communication and its next leader will bring the same approach. In addition to being an excellent communicator themselves, LCL's next leader will be as comfortable speaking in a classroom as they are communicating one on one. A strong public presence and enthusiasm for making the case for LCL and lawyer well-being are required.

Stakeholder-Focused. The next Executive Director will bring a demonstrated orientation to customer service. LCL employees and volunteers have a deep passion for what they do. The next leader must live, maintain and develop a stakeholder and client-first mentality. Ideally, they will be deeply networked in the Minnesota legal community or have the demonstrated ability to quickly become so. Moreover, given that they themselves will carry a caseload, they must be capable of and passionate about assisting those that may be dealing with addiction, recovery, mental health concerns or other matters impacting the quality of their personal or professional lives.

Leadership Without Authority. They must possess the people skills and versatility to effectively build relationships across a broad spectrum of organizations and personalities. The ability to build and maintain strong relationships of trust and confidence is critically important. Similarly, a team-oriented approach to problem solving and decision-making is required.

Commitment To Continuous Improvement. The next Executive Director must have the ability to work with a volunteer board to create a vision and the drive to achieve results and to do so in a fiscally sound manner. In addition, they bring a commitment to continuous improvement and the ability to translate vision into results in a timely manner. In style, this person must be a creative problem solver, innovative, and have an entrepreneurial spirit as well as a sense of urgency to achieve results.

Hands-On. LCL is, by choice, a very lean organization with a small staff. As a result, the ideal candidate must balance the need to delegate work when appropriate with being a truly hands-on leader and motivator committed to fostering a positive and forward-thinking environment. Success in this role will require moving the organization ahead while preserving those cultural qualities from which the organization has derived its success. This person will have the confidence to recognize and respect the inherent strengths of LCL as it exists today. At the same time, they will contribute a fresh perspective to the organization.

COMPENSATION

The targeted salary range for this role is \$125,000-150,000 depending on qualifications. The salary may be adjusted outside of the range in an offer commensurate with an exceptional candidate's experience. In addition, LCL offers a competitive benefits package including health care reimbursement, professional license fees, parking, as well as life insurance, long-term disability, retirement, and vacation benefits.

HOW TO APPLY

LCL has retained Orion Search Group to help conduct the search for its next Executive Director. For more information about the opportunity, please contact Joel Bergstrom with Orion Search Group at (952) 345-1006 or joelb@orionsearchgroup.com. While there is no application deadline, LCL intends to have its new Executive Director start in the role by June 1.