



## **Coast to Coast Legal Aid of South Florida Seeks Managing Director**

Coast to Coast Legal Aid of South Florida (CCLA) is a Legal Services Corporation (LSC) funded legal aid program that has been providing free civil legal assistance to low-income and other eligible residents of Broward County since January 2004. CCLA's only office is located in Plantation, Florida, a suburb of Fort Lauderdale. The mission of the organization is to improve the lives of low-income persons in the community through advocacy, education, representation, and empowerment.

CCLA was founded as part of a statewide reorganization of civil legal aid programs in the State of Florida. Legal Aid Service of Broward County (LAS), the county's only civil legal aid program at the time, was split into two programs so that the region would have both an LSC-funded and a non LSC-funded program. CCLA's executive leadership and some of its current staff had been on the staff of Legal Aid Service of Broward County prior to the split and share its history of providing civil legal services to the poor in our community for more than 45 years. Up until 2021, the two organizations had an overlapping board of directors. They are located in the same building and work collaboratively to serve the community.

In 2021, the two organizations are re-assessing their current relationship and envisioning a future with a structure of leadership that will unify the two organizations around a mission of effective and efficient services to clients, delivered in a cooperative and collaborative fashion.

To emphasize, the goal of the reassessment is to assure unified leadership which provides an ongoing collaborative approach to the provision of legal services, with a full range of services for eligible clients in the region, and the development and expenditure of limited resources in a manner which maximizes effectiveness and efficiency, while meeting the administrative needs of all funding sources. The structure will be designed with the LSC requirements around program integrity in mind. As an example, one possible new corporate structure may be a "legal aid holding corporation," perhaps named "Legal Aid Corporation of Broward and Collier Counties," which then has both CCLA and LAS as subsidiaries.

The candidate for the CCLA Managing Director position will be open to the need to help lead the two organizations into a new future with the possible structural changes designed to establish a cooperative and collaborative approach to leadership.

CCLA currently has a staff of 45, including 24 attorneys, and an annual budget of approximately \$5 million. The organization's staff is multicultural, reflective of the population in the service area. Free civil legal assistance is provided in the following primary areas of law: (1) family law and domestic violence; (2) civil legal problems of senior citizens, including housing/foreclosure, health, consumer, public benefits, and abuse and exploitation; (3) health and public benefits; and (4) services for veterans. The organization provides services to 2700 clients each year. CCLA is guided by a 21-member Board of Directors.

The Legal Services Corporation (LSC) is CCLA's primary funder. Other funding sources include the Department of Justice, Office on Violence Against Women, Title III of the Older Americans Act, Victims of

Crime Act, Supportive Services for Veteran Families, and private foundations. CCLA is financially sound with sufficient reserves to weather fluctuating revenues for the near term.

For more information about CCLA, visit [coasttocoastlegalaid.org](http://coasttocoastlegalaid.org).

### **The Managing Director Position**

CCLA is seeking a Managing Director to continue its legacy of providing excellent legal services to poor and vulnerable individuals and families in Broward County. The Managing Director must possess a vision and a passion for advocating for the poor of South Florida.

*High priority roles and responsibilities for Managing Director will include, but are not limited to:*

- Serving as the public face of CCLA and strengthening its collaborations with local and state legal advocacy, community and governmental organizations
- Providing policy and advocacy leadership to CCLA staff
- Leading efforts to develop new and expanded financial support for the program's mission, including through grants and fundraising
- Managing CCLA with transparency, open communication and team work
- Supporting CCLA staff members in delivering high quality client-centered legal services for clients through professional development opportunities and up-to-date equipment and technology
- Assessing the impact of COVID-19 and developing plans using lessons of the pandemic to meet client needs and staff needs
- Enhancing the capacity to address current and emerging client needs, including adopting technology tools to expand client services and increase staff efficiency
- Ensuring compliance with LSC regulations
- Leading an organization and staff that is recognized for providing effective client-centered advocacy utilizing both service and impact strategies
- Communicating and collaborating with the Board of Directors
- Committing to an ongoing partnership with Legal Aid Service of Broward County
- Working with other legal aid programs in the state in the coordination of the delivery of services to clients.

*Preferred qualifications of the Managing Director include, but are not limited to:*

- Demonstrated passion for the mission of CCLA and offering a vision for CCLA's future
- An in-depth knowledge and understanding of issues that impact low-income persons
- Attorney in good standing, licensed in Florida or willing to become licensed in Florida upon hire
- Successful leadership in a multi-million-dollar organization, preferably a legal aid organization
- Ten years of legal practice
- At least five years of management experience involving staff supervision, financial oversight and reporting, budget development, compliance with grant and contract requirements, and grant reporting
- An aptitude and enthusiasm for resource development, including private fundraising and grant writing
- Demonstrated experience working successfully with organizations and individuals with diverse perspectives

- Personal qualities will include professionalism; diligence; open-mindedness; flexibility; the ability to make tough decisions; a commitment to diversity, equity, and inclusion; and a non-hierarchical management style
- Outstanding written and verbal communication skills
- Knowledge of LSC policies and regulations preferred

## **The Application Process**

In order to receive full consideration, candidates are urged to submit their materials by *November 24, 2021*. Applications may be accepted until the position is filled. Please include a letter expressing in detail your interest in the position; your qualifications and what you hope to contribute to the organization's future; a current resume; and the names and contact information for three professional references.

Materials should be submitted electronically to [ppap@mielegalaid.org](mailto:ppap@mielegalaid.org) in Microsoft Word or pdf format. CCLA is assisted in the search by Patricia Pap, Executive Director, Management Information Exchange, 105 Chauncy St., Fl 6, Ste 3, Boston, MA 02111, 508-737-4010, [ppap@mielegalaid.org](mailto:ppap@mielegalaid.org). Candidates with questions about the position or process are encouraged to contact her.

Salary is commensurate with experience based on a competitive public interest salary scale. Benefits include major medical, dental, short- and long-term disability, and the ability to contribute to a 403(b) retirement plan.

CCLA is an equal opportunity employer and provider of services. In accordance with local, state and federal law and U.S. Department of Justice policy, this organization is prohibited from discriminating on the basis of race, color, national origin, religion, sex, age, sexual orientation or disability.

## **About Broward County**

Broward County, located in southeastern Florida, has a population of 2 million. It is the second-most populous county in Florida, and 17<sup>th</sup> in the United States. The county seat is Fort Lauderdale. It is one of the three counties in South Florida that make up the Miami metropolitan area. It has Florida's most racially and ethnically diverse population. The median age is 40.4, median household income is \$57,278, median gross rent is \$1,372, and 14% of persons live in poverty. Residents are 51.3% female, 35.3% White, Non-Hispanic, 30.4% Hispanic, and 28.8% Black/African American. 22.6% live with disabilities (well above national average); 40.8% speak a language other than English; 31.8% are foreign-born; 22.5% of residents are ages 60+. There are an estimated 127,000 veterans.

Broward County has a variety of educational opportunities for students at all levels, from pre-K to post-college graduate and professional schools.

Broward County boasts a 23-mile span of golden beaches, an average year-round temperature of 77°F and has 3,000+ hours of annual sunshine. Explore 4,000+ eateries, 300+ miles of navigable waterways, eight distinct beaches, a thriving arts and culture scene, craft breweries, rooftop bars, outdoor adventure, and world-class shopping. Broward is famous for its arts, culture and events. The Everglades is the largest subtropical wilderness in the United States and provide important habitat for numerous rare and endangered species like the manatee, American crocodile, and the elusive Florida panther.