

## **Director, Culture and Organizational Fairness**

Are you passionate about shaping workplace culture, advancing fairness, and making a lasting impact in the legal profession? Do you thrive in a leadership role where you can influence policies, develop strategic initiatives, and strengthen trust in institutional systems? If so, the Attorney Registration and Disciplinary Commission (ARDC) invites you to apply for the role of Director of Culture and Organizational Fairness.

Under the direction of the Illinois Supreme Court, the ARDC plays a vital role in preserving and advancing the integrity of the legal profession. We register and support attorneys, provide innovative education and outreach programs, and offer restorative services to help lawyers uphold the highest ethical standards. Through thorough investigations and fair proceedings, we address allegations of attorney misconduct and unauthorized practice of law, ensuring accountability while also advocating for those harmed by misconduct.

This full-time leadership position will provide strategic and programmatic direction to support a respectful and inclusive culture across the ARDC and ensure that our external services—including the attorney discipline process—are administered in a manner that promotes procedural fairness and broad public confidence. The role also collaborates with the Illinois Supreme Court and external stakeholders to align with Court initiatives related to professional responsibility and inclusive practices in the legal system.

This is an opportunity to shape meaningful organizational progress—ensuring both attorneys and the public experience a legal system that is fair, accessible, and reflective of the diverse communities it serves.

### **Key Responsibilities**

- Serve as a strategic advisor and collaborative partner to ARDC leadership and staff on advancing workplace culture, inclusion, and trust in institutional systems
- Promote the ARDC's commitment to fairness, respect, and transparency through engagement with the Commission, senior leadership, and Court representatives
- Provide direction for learning initiatives focused on topics such as reducing bias, strengthening cultural awareness, enhancing respectful interactions, and fostering belonging
- Support organizational alignment with initiatives of the Illinois Supreme Court related to inclusive practices in the legal profession
- Collaborate with external groups, including law schools, bar associations, and professional networks, to promote inclusive pathways into and through the profession
- Develop and oversee strategies for ensuring that the attorney disciplinary process is procedurally fair, accessible, and responsive to evolving professional and public expectations
- Create and apply metrics to evaluate impact, measure progress, and inform continuous improvement

## Qualifications and Desired Skills

- Bachelor's degree from an accredited college or university in a relevant discipline
- Minimum of six years of experience leading organizational culture change initiatives, with emphasis on inclusion, fairness, or organizational development
- Demonstrated success in designing and implementing training programs or strategies that strengthen inclusive practices or address systemic barriers
- Depth in change management principles and the ability to guide organizations through transformation
- Strong project management skills with a track record of delivering complex initiatives on time and within scope
- Strong written, oral, and interpersonal communication skills
- Familiarity with the legal profession or justice system preferred

The ARDC is committed to a culture of diversity and inclusion. We offer a hybrid schedule, a congenial work atmosphere, and an excellent benefits package detailed in the following link: [ARDC Benefits](#). Salary will be determined based on the candidate's experience and qualifications, with a targeted salary range of \$152,000 to \$190,000.

\*Please submit a cover letter along with your resume\*

*The ARDC is committed to working with and providing reasonable accommodations to individuals with disabilities. If you need a reasonable accommodation because of a disability for any part of the employment process, please send an e-mail to [employment@iardc.org](mailto:employment@iardc.org) to let us know the nature of your request and your contact information*