

Position Announcement

Executive Director | Alaskan AIDS Assistance Association | Anchorage, Alaska

Experience, Vision, and Compassion to Meet the Needs of Individuals living with HIV/AIDS and their Families

Alaskan AIDS Assistance Association (Four A's) seeks a dynamic, visionary leader to serve as its next Executive Director. The Executive Director is responsible for building and maintaining relationships with staff, clients, funders, and the community, manages the financial health of the organization, and is the public ambassador of Four A's.

The ideal candidate will lead Four A's with a vision for fund development, fiscal management and retention of high performing staff. They will also demonstrate a compassionate approach for meeting the needs of individuals living with HIV/AIDS and their families.

Four A's is a 501(c)(3) non-profit agency headquartered in Anchorage, Alaska, with locations in Anchorage and Juneau, Alaska. Established in 1985 as a support organization for those living with HIV/AIDS, Four A's is the state's leading HIV/AIDS focused agency serving the state in two core areas: 1) supportive services for individuals living with HIV/AIDS and their families, and 2) HIV education, prevention, and harm reduction.

As the state's leading HIV/AIDS focused agency, Four A's serving 91% of the state. Emerging from a period of internal focus, Four A's is poised for a new executive to lead the skilled leadership team and partner with a dedicated board. Backed by a compelling mission, this leader will have statewide support for Four A's unique role in advocacy, assistance and service to one of Alaska's most vulnerable populations. Four A's seeks an executive who will continue to position the organization as the leading provider of HIV/AIDS support services in Alaska, while building on Four A's reputation and reinforcing ties with its health care and funding communities. There is an expectation that the new leader will be visible in the state with the passion and ability to share Four A's mission with others. This executive must manage complex and overlapping funding streams, maintain strong partnerships and continue to place client care and mission as the core to decision making.

Specific responsibilities include, but are not limited to:

- Provide visionary and strategic leadership, and translate that vision into measurable strategies and concrete actions that advance the mission
- Be the face of the organization to local communities and to key audiences at the state and national levels
- Oversee the business operations of the organization and ensure fiscal responsibility and security
- Lead organization fundraising activities and in collaboration with agency directors develop and expand strategies for earned revenue, major gifts, and federal and state grants

- Develop, augment, and expand key relationships with stakeholders, donors, clients, and key referral sources across the broad service area
- Promote competency, quality, and the highest ethical standards throughout the organization
- Provide support to the Board of Directors and its committees, as well as report to the Board on the progress of the organization
- Ensure that proper policies and infrastructure are in place to promote best practices
- Foster a healthy workplace environment for both staff and clients

While no one candidate will embody all the qualifications enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- Demonstrates a compassionate approach for meeting the needs of individuals living with HIV/AIDS and their families
- At least five years of progressively increasing senior nonprofit leadership experience.
- A strong financial understanding and management or oversight of a comparably sized budget and staff
- Experience developing infrastructure with a focus on compliance and efficiency
- An empowering leadership style with a demonstrated history of building and maintaining strong working relationships with staff and Board, and with stakeholders, clients, funders, and community leaders
- High self-initiative with an ability to exercise prudent, collaborative decision-making, and produce results
- Effective communicator with Board, staff, and stakeholders
- A compassionate professional who is approachable and possesses a spirit of warmth, humility, and high emotional intelligence
- Demonstrates ethical behavior and integrity regardless of the situation

Salary range: \$90,000 to \$110,000 annually DOE. Four A's offers a competitive benefits package.

TO APPLY

To apply for the position, please read the full position profile and apply online at <https://www.forakergroup.org/site/index.cfm/cboard-view/6625> or email your credentials to AAAAsearch@forakergroup.org. Applicants should include a resume and cover letter describing your interest and qualifications. For questions, contact Rebecca Savidis, lead recruiter at AAAAsearch@forakergroup.org. Communications will be treated with confidence and resumes will be accepted until position is filled. Resume reviews begin immediately.

Four A's is an equal opportunity employer. We do not discriminate on the basis of race, color, gender identity, national origin, age, religion, creed, disability, veteran's status, or sexual orientation.