



VOICES for Alabama's Children seeks an influential, inspirational and experienced Executive Director to provide strategic direction, focus and long-term vision for this statewide organization that ensures the well-being of Alabama's children through research, public awareness and advocacy.

## **The Organization**

For more than 25 years, VOICES has worked to ensure the well-being of Alabama's children through research, public awareness and advocacy. Our vision is for all Alabama children to be safe, healthy, educated, and economically secure in order to reach their potential. We must ensure that every child is prepared from birth for school and life. VOICES is a non-partisan voice for Alabama's children at the Statehouse and throughout the state, and focuses on policy, not politics, while working to improve children's well-being. For more information, see <http://alavoices.org/>

Some of the issues VOICES for Alabama's Children has worked to address are:

**Alabama Kids Count** – VOICES' annual data research project enables the organization to research, document and provide state trends and county level data on the well-being of children in each of Alabama's 67 counties.

**Healthy Food Financing** – For the 1.8 million Alabamians living with low- to no-access to healthy food options, VOICES worked to pass legislation that would create the Healthy Food Financing Initiative: a revolving loan fund that incentivizes food retailers to locate in underserved areas of our state.

**Economic Security** – VOICES has worked to reduce generational poverty by educating Alabamians on the impact poverty has on a child, by raising awareness on Alabama's budget and tax structure, and by advocating for policies and programs that reduce the economic strain on families so they can properly care for their children.

**Advocacy** – VOICES has a long history of advocating at the state and local levels on legislative issues that affect children in their everyday lives. We encourage local participation to motivate parents and others to support passage of laws that improve lives of families and children statewide.

## **The Position**

The Executive Director works in partnership with the Board to ensure the organization fulfills its mission and creates a strategic future for success. The Executive Director is the lead communicator and advocate for children, chief fundraiser and relationship manager for the organization. The Executive Director will initiate, nurture, and maintain relationships with community partners and coalitions, with volunteers, legislators, funders and stakeholders, as well as with Board and staff. The Executive Director will not be required to live or work on a full-time basis in Montgomery, Alabama, but must be able to travel to Montgomery, Alabama on a regular basis to oversee and support the organization's mission.

### **Leadership Outlook and Near-Term Priorities**

The Executive Director provides leadership both inside and outside the organization, continually increasing VOICES' mission impact. Toward these ends, our near-term priorities for the next 12-18 months include:

- Thoroughly understand the organization's history, values, mission, programs, finances, fundraising and structure;
- Establish relationships with VOICES Board, staff, partner organizations, state agencies, funders, stakeholders, donors, volunteers and legislators;
- Build and strengthen fundraising practices, raising funds from foundations, corporations and individual donors;
- Assume the leadership roles that VOICES plays on state, regional and national coalitions;
- Continue to position VOICES as the "go to" source for data/research to funders and state agencies; and
- Establish a regular communication plan with Board, staff and stakeholders.

### **Key Responsibilities**

Reporting to the Board of Directors, the Executive Director will provide leadership to the organization and manage its day-to-day affairs. Primary responsibilities include:

- Working with Board and staff to ensure that VOICES' mission is fulfilled through programs, strategic planning and community outreach;
- Developing sufficient resources to ensure the financial health of the organization and that resources are allocated appropriately for operations of the organization;
- Serving as VOICES primary spokesperson to the organization's constituents, the Alabama Legislature, media and the general public;
- Developing and maintaining relationships, partnerships and/or coalitions with various organizations throughout the state; and
- Fiscal management, administrative oversight and staff supervision.

### **Experience and Attributes**

The ideal candidate for this position must have a passion for our mission and strong communications, policy, leadership and management skills. S/he must excel at balancing internal management with external impact and visibility, and must ensure that the organization is fiscally and programmatically sound. S/he will bring a variety of experience and attributes to VOICES, including the following highly desirable professional and personal traits:

- Five+ years' senior level organizational leadership and management experience, including effective management of staff and experience working with, on or for a Board of Directors;
- Exceptional skill in persuasive communications (verbal and written) and an ability to educate, inspire, persuade and motivate a variety of key audiences including the media, partner organizations, stakeholders, donors and legislators;
- Experience fostering creativity in the workplace and understanding of different types of work styles and/or communication styles;
- Demonstrated experience and success in bi-partisan/non-partisan advocacy for policies that improve the lives of children;
- Knowledge of and experience with public policy issues, state government and the legislative process, with political savviness. Ideally candidates would have experience in Alabama;

- Ability to help formulate new and imaginative strategies for identifying and achieving important public policy reforms;
- Evidence of successful grant writing and a proven track record of raising funds from both foundations and corporations;
- Experience leading fundraising efforts for nonprofit organizations;
- Experience overseeing grant administration programs, including grant writing and management of grant budgets;
- Proven capacity to work in collaboration with and negotiate complex relationships with multi-partner organizations;
- Ability to attract and maintain a strong and diverse staff;
- Experience supervising and providing professional development opportunities;
- Experience supporting the Board in its governance role, fostering its ongoing development, engaging its members in strategy and resource development, and keeping it informed; and
- BS/BA degree required, Master's degree preferred.

The salary range is \$80,000-\$90,000 annually, commensurate with experience.

### **Application Process**

To apply, e-mail cover letter, resume and *salary requirements* to the Search Committee at: VOICESearchCommittee@gmail.com (e-mail applications are required). For other inquiries please contact Pat Hoban-Moore at [phoban-moore@alavoices.org](mailto:phoban-moore@alavoices.org) or any member of the Search Committee listed below.

**VOICES for Alabama's Children is an equal opportunity employer. Applications from women and persons of color are encouraged. Resume reviews begin immediately.**

### **VOICES for Alabama's Children Search Committee:**

Alison Scott at [Alison.scott@bhsala.org](mailto:Alison.scott@bhsala.org)  
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