



McCormack+Kristel

EXECUTIVE SEARCH CONSULTANTS

RECRUITMENT PROFILE:

Executive Director

January 4, 2022



The Client

Funders Concerned About AIDS (FCAA) is a philanthropy-serving organization (PSO) founded in 1987 to take bold actions and push philanthropy to respond to HIV/AIDS, FCAA's intent then and now is: to **inform**, **connect**, and **support** philanthropy in response to the global pandemic of HIV and AIDS.

FCAA's mission is to inform, connect and support philanthropy to mobilize resources to end the global HIV pandemic and build the social, political and economic commitments necessary to attain health, human rights, and justice for all.

FCAA envisions a world without AIDS, facilitated by philanthropy for:

- Empowerment, equity and justice for marginalized and neglected communities;
- Innovation in health services and other programming to promote health, human rights and social and economic opportunity; and
- Government responsiveness and accountability to people's needs.

The organization's core programming - including annual efforts to track the field of HIV-informed philanthropy, and regular briefing programs and working groups to convene funders together – in person and online – around emerging issues and evidence-based funding models, best position FCAA to achieve this vision of the world.

As a global network of funders, FCAA also welcomes diverse perspectives, facilitates open communication and debate, and promotes racial and gender equity and all human rights.

With a budget of roughly \$700k, a staff of 3.5 FTEs, FCAA is governed by a diverse group of 16 board members spread across the U.S., Europe, Africa and Asia. Approximately half of the organization's budget comes from its more than 40 philanthropic member foundations and half from major corporate donors. FCAA also works with many other PSOs and networks to inform, connect, and support philanthropy on intersecting issues.

While the organization maintains on-call workspace in Washington, DC, the staff is distributed in Nebraska, North Carolina, and Maryland. The candidate will work remotely from the U.S. or abroad.

The Opportunity

Since 1987, FCAA has grown from a group of local funders in New York and California -- addressing a localized epidemic, to a global network of private funders serving as the leading voice on the global philanthropic response to HIV/AIDS. The current [strategic plan](#) charts the course for the organization through 2025.

The lessons learned over these three and a half decades by FCAA can benefit the fight against our current COVID pandemic and others yet to come. AIDS-related deaths today are preventable, but too often inequalities, especially in the global south, create barriers to testing and treatment. Contributions to community-led infrastructure in partnership with public health and national health systems that are community-driven are key to progress. Updating health policies to align with current science is essential. Reducing the stigma surrounding HIV and AIDS is an important goal. These initiatives and others will require bold philanthropic investments, like those promoted and supported by FCAA.

Global human rights issues such as gender inequality, violence against women, criminalization of LGBTQ persons and denial of sexual and reproductive health resources all have an impact on the fight against HIV/AIDS, and work on these issues compliments the goal of FCAA, which is to end the global HIV/AIDS pandemic by 2030.

The next leader of FCAA will face these challenges and others but will have the satisfaction and fulfillment of working on an issue of global significance and profound humanitarian merit.

Said the current Executive Director at this year's annual FCAA Summit:

"At Funders Concerned About AIDS, we believe that the progress made in HIV work isn't limited to advances in treatment and prevention. We believe that the decades of funding HIV have taught us important lessons in centering the most impacted, in funding public health through a human rights lens, in employing harm reduction techniques, and so much more."

The Position

The Executive Director reports to the Board of Directors and supervises the Director of Operations, who supervises the Manager of Research and Programs, who supervises the Research and Administrative Assistant.

The organization is seeking a visionary and inclusive CEO who will bring transformational leadership to FCAA's work in ending the HIV pandemic by addressing the systemic injustice that has fueled it. The new Executive Director will be adept at forging alliances to support FCAA's vision and mission. Specific duties and responsibilities include the following:

- Provide strategic direction, working with staff and board to execute the strategic plan and set future goals
- Prepare an annual budget and maintain fiscal oversight
- Create a collaborative culture that attracts, develops and retains a talented and diverse staff
- Communicate clearly and convincingly, both interpersonally and publicly
- Develop an effective partnership with the Board Chair to ensure effective board functioning
- Lead development efforts to ensure adequate resources to achieve FCAA's work
- Serve as an effective spokesperson for the organization, developing relationships and resources in support of the organizational mission and vision
- Provide leadership and vision within the philanthropic sector to advance the organizational mission and vision
- Liaise/coordinate/facilitate collaboration amongst funders

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- Keep a pulse/open line to the needs of community to ensure FCAA's work is responsive

Professional Requirements

The successful candidate will have a minimum of 10-15 years of experience in HIV/AIDS philanthropy and/or advocacy, research and human services. Key characteristics we are seeking include:

- Proven leadership experience, with a clear vision for the organization and passion for the work
- Experience managing an alliance and/or building coalitions
- Experience in philanthropy as a donor or recipient
- Familiarity with the global and/or U.S. domestic HIV epidemic
- Deep involvement in social justice issues, demonstrating a strong understanding of the needs and issues of marginalized communities
- Strong familiarity with the social justice philanthropic sector
- Sufficient experience to engage at all levels with foundations of all sizes, as well as large governmental and multilateral institutions
- Demonstrated talent in fundraising
- Strong communication and networking skills
- Solid common sense and problem-solving skills
- Teambuilding and staff development experience.

Personal Characteristics

The ideal candidate will have:

- Emotional intelligence, cultural humility, and a capacity for listening and self-reflection
- A reserve of compassion and a collaborative style that will harness the skills and talents of the staff and board
- Patience, a sense of humor, and a desire to learn and grow.

Compensation

The salary range is \$135,000 to \$150,000 commensurate with experience. FCAA also offers health benefits, an employee funded 403B with an 8% employer match and generous paid time off.

Contact

Please submit a résumé and original cover letter that describes your interest in the organization's mission and qualifications for the position as attachments via e-mail to:

Joe McCormack, Founding Partner

McCormack + Kristel

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All inquiries will be held in strict confidence. Please note that your education, dates of employment and other information will be verified prior to an offer.

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Equal employment opportunity will be applied in recruitment, hiring, compensation, fringe benefits, staff development and training, promotion and any other condition of employment, regardless of race, color, religion, gender, disability, age, national origin, sexual orientation or any other non-performance-related factors.

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