



Executive Director Position

Location: A Southern State as defined by the CDC (AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA or WV)

The Organization

When SAC (Southern AIDS Coalition) started in 2001, the HIV epidemic in the South was largely ignored. In those early years, we were just a handful of extraordinary advocates working together to demand more resources to address the HIV/AIDS crisis in our states. We assembled a number of case studies and released the first-ever Southern States Manifesto in 2002. These case studies were presented nationwide, garnering national attention from the media, funders, and policymakers.

We then turned our attention to the Ryan White Program, determined to change the legislation to create more equitable funding for southern states. After four years of meetings, press conferences, and congressional hearings, H.R. 6143 was passed in 2006. The reauthorization included many significant changes including modifying the distribution formula from cumulative AIDS data to actual living HIV and AIDS cases, redirecting an approximate \$30 million to the South.

Since this victory, SAC's advocacy efforts around equitable and increased funding laid the groundwork for the recently completed CAPUS funding (the Care and Prevention in the United States), first funded in 2012. This new funding initiative, dedicated to reducing HIV and AIDS related morbidity and mortality among racial and ethnic minorities living in the United States, was a result of the powerful, well-organized advocacy of SAC and our vital partners in the HIV-community, including the Southern HIV/AIDS Strategy Initiative (SASI), the 30 for 30 Campaign, the President's Advisory Council on HIV/AIDS (PACHA), and many others.

Our most recent success was the Housing Opportunity through Modernization Act of 2016, which was supported by many other groups, such as the National AIDS Housing Coalition. Like the Ryan White law, the Housing Opportunities for Persons with AIDS (HOPWA) counted only AIDS cases, including deceased persons, to distribute the funding. The changes in the bill included the counting of living HIV and AIDS cases, as well as a factor to measure an area's poverty. These important modifications helped many underserved rural areas and small cities across the country.

As our impact has grown, so has our organization. With significant financial backing and expertise as our foundation, we are poised for our next leader to bring passion, understanding of the many factors that impact our community, and a determination to win the fight against HIV, viral hepatitis, and other epidemics which negatively impact southern states and the health and well-being of people living in the south.

This is our Southern Vision: We envision a better South for people living with HIV — one where every person has access to high-quality health care and essential support services, free from stigma and discrimination. We also envision a South where every person understands his or her risk for HIV transmission, receives routine screening, and has access to a full range of prevention interventions and harm reduction services regardless of their race, age, sexual orientation, gender identity or socio-economic status.

If you are a leader who is ready to meet the challenges we face, we hope you will apply for this opportunity to make a significant impact in the South.

The Work

Our next leader will join a team of committed experts who are widely known and well respected in the HIV community. The role of the Executive Director (ED) is to lead, further develop and support the team as the premiere resource to all of the organizations working to end the epidemic in the South, while supporting the members of our community who are living with HIV today.

In order to end this epidemic, we have to build a better HIV workforce in the South, one that: (1) practices cultural humility, (2) understands the factors that contribute to our epidemic; and (3) embraces innovative models and messages that reflect what it means to be living with HIV today. Through our training, capacity-building support and advocacy, we are serving the HIV community in the South.

Management

Our ED will be managing a remote team and a central office that supports the work. SAC has experienced recent significant growth, and the Board requires the new leader to sustain and build on what has been accomplished to date. To achieve this goal, the ED will be expected to:

- 1) With the Board and staff, develop a strategic plan to guide this next stage of growth;
- 2) Assess organization infrastructure needs and develop additional capacity on the team to achieve the goals aligned with the strategy;
- 3) Create a sustainable business model and funding plan to support the implementation of the plan;
- 4) Establish a development function to diversify and raise funds to support the work; and
- 5) Oversee the financial health of SAC.

External Relationships

SAC is the face of the Southern Epidemic and our next ED will be expected to continue to strengthen the convening and engagement of the broader community so that everyone benefits. The ED will need to travel throughout the region and to the office if they do not choose to live in Birmingham. In addition, they will need to:

- 1) Be adept at handling the media and addressing large groups and speak at multiple events and venues to further the cause;
- 2) Represent SAC at the national level and be skillful in navigating the politics of this work;
- 3) Build relationships with members of the community, funders, and diverse groups and demonstrate a deep understanding of the social justice nuances that are an inherent aspect of the HIV community; and
- 4) Oversee the communication plan.

Development

The financial support for SAC comes from member dues and grants. The new ED will be expected to have a knowledge of grant writing and reporting, connections to identify additional funding sources, and experience to build internal capacity, including staff, to support this function. In addition, the ED will develop and maintain key relationships with current and future SAC funders.

Board Development and Support

SAC's board includes the top leaders of HIV-focused organizations across the South. With their experience running organizations, they bring great knowledge and experience to support the success of the new ED. The new leader will need to establish a productive working relationship with the Board and leverage the support they offer.

Policy/Advocacy/Research

The role of the ED is to be a thought leader for the Southern HIV Agenda. They will oversee the development of a research agenda, participate in policy discussions and engage in advocacy efforts. SAC has a Director of Governmental Affairs and Advocacy based in Washington, DC, and the ED will engage in this work with the Director as needed.

The Requirements

Experience leading a nonprofit and/or managing staff is strongly preferred. Individuals that represent the communities most impacted by the HIV epidemic (including but not limited to people living with HIV, communities of color, gay/bisexual/same gender loving men, and trans individuals) are strongly encouraged to apply. We have a workplace in which different perspectives and lived experiences are welcomed and respected, and the next ED must embrace this culture to be successful.

The flexibility to travel throughout the South is required; relocation to Birmingham is not. We offer health benefits at no cost to our employees and the salary will be commiserate with the experience our next leader brings to SAC.

To Apply

For confidential consideration please send your resume and a cover letter to margaret@elinvar.com. We encourage you to apply as soon as possible and no later than November 22, 2019. *We are proud to be an Equal Opportunity Employer. We do not discriminate on the basis of race, color, religion, creed, ancestry, national origin, sex, age, disability, marital or veteran status, sexual orientation, gender identity, political ideology, or membership in any other legally protected class. We strongly encourage individuals with diverse backgrounds to apply.*