Chief Executive Officer
THE ORGANIZATION

In the early 1980s, a group of volunteers in Seattle banded together in response to the cruelty, bigotry, and lack of access to services faced by people with HIV/AIDS during the height of the AIDS epidemic. They mobilized a community to provide compassionate support to people suffering from the disease who were often abandoned by friends and family, shunned by the medical community, and left to die alone. The group went on to form the Northwest AIDS Foundation, Chicken Soup Brigade, and Evergreen Wellness, which are now known as Lifelong (the agency).

Because of the hard work in the fight against AIDS led by Lifelong in the Seattle area, King County was the first in the nation to reach a major milestone set by the World Health Organization to confront the HIV/AIDS epidemic known as 90/90/90:

90% of people with HIV are aware of their infection
90% of people diagnosed with HIV are linked to antiretroviral treatment (ART)
90% of those on ART adhere and have undetectable levels of HIV in their blood

For over 35 years, Lifelong has provided customized, high quality care to people facing discrimination and marginalization—people who were deemed “untouchable.” The agency has leveraged its subject matter expertise gained by looking at the social determinants of health to fight HIV/AIDS to also serve people with other serious illnesses, the elderly, and people who are disabled with programs that provide:

- Financial assistance with health insurance premiums and help navigating the healthcare system
- Housing assistance
- Case management and support for the elderly and disabled
- Grocery and meal delivery
- HIV prevention, education and case management
- Health education and youth outreach
- Dental services for those living with HIV

Lifelong has grown to a $27 M organization with an $8 M operating budget. With 160+ employees and nearly 2,000 volunteers, Lifelong serves over 7,000 clients annually in eight counties across western Washington.

Learn more about Lifelong’s rich history here.
THE ROLE

The same outrage that ignited Lifelong’s creation in the 80s is fueling its plans for the future. Lifelong’s new strategic plan will focus on extending its reach and eliminating barriers to equitable healthcare for both the HIV community and other stigmatized, vulnerable, and marginalized populations in Washington State. Just as it became a leader among AIDS Service Organizations (ASOs), the agency seeks to become a leader in the fight for health equity. Lifelong is seeking a new Chief Executive Officer (CEO) as it embarks upon the next chapter in its story.

The CEO will help refine and articulate Lifelong’s vision and commitment to a state without stigma and with equitable healthcare for all.

Key responsibilities include:

**Strategic People and Organizational Leadership**
- Partner closely with the board, leadership, and staff to refine and ensure clarity around Lifelong’s new strategic plan, goals, funding, and how each program fits together in the quilt of Lifelong’s wrap-around services
- Provide sound fiscal and business management, holding teams accountable to clearly communicated budgets at the program and organizational level
- Conduct a thorough organizational assessment, identify opportunities, and implement changes to ensure that Lifelong has the infrastructure of systems, processes, and people in place to accommodate growth
- Promote an equitable culture; build an environment of transparency, two-way communication, and trust; nurture collaboration; and empower leaders to develop and motivate staff
KEY RESPONSIBILITIES

Partnerships and Community Engagement
- Seek new opportunities to raise the visibility and impact of Lifelong’s work, mission, and values externally
- Engender trust and respect by engaging externally with authenticity, transparency, and empathy
- Identify and build relationships within the most vulnerable, stigmatized communities in the region who are facing the greatest obstacles to receiving healthcare
- Engage and convene community partners and, together, develop programs and thoughtfully pursue opportunities to fund them

Fundraising Strategy
- Develop a strong understanding of current funding sources, including existing contracts and grants; collaborate with the Development Director to create a robust, multi-year strategy that diversifies funding opportunities and sets realistic targets
- Steward and retain current donors by keeping them engaged and informed, based on their specific priorities
- Serve as Lifelong's primary spokesperson, embodying a commitment to health equity with a passionate, genuine, and empathetic voice with colleagues, partners, funders, and community stakeholders

Board Engagement
- Partner with the board to develop a long-term strategic vision that includes a shared understanding of health equity and supports agreed upon long-term goals
- Ensure the board has buy-in on key decisions and provide transparency about the agency’s finances and operations
- Provide training and opportunities for the Board to increase their participation in fundraising efforts
- Support board governance, development, recruitment, and new member onboarding
IDEAL CANDIDATE

Lifelong’s CEO is at their core an innovator and visionary who is passionate about equity and access to quality healthcare and can inspire others to embrace their vision. The CEO will have held P&L responsibility in a complex environment with multiple business branches. The ideal candidate has the business acumen and change management skills to move an organization to a higher level of impact by building on what's working, identifying and filling gaps, scanning the horizon for what lies ahead, and managing risk.

The successful candidate is a keen strategist who possesses the operational chops to run a complex organization and remove obstacles to allow a high-performing team to do their best work. They must be able make and communicate decisions; set clear, realistic expectations for staff; hold teams accountable; and manage with compassion and conviction. The ideal candidate will be able to leverage past experience to bring together seemingly disparate specialized knowledge and groups to increase impact through connection and collaboration.

The CEO is a persuasive and articulate leader whose enthusiasm for Lifelong’s mission and vision energizes the team, the board, current and potential funders, individual donors, public health partners, community partners, elected officials, and the community. The selected candidate will be a fearless fundraiser who has successfully worked with local, state, and federal funding sources as well as private donors.
QUALIFICATIONS

The new CEO should have a minimum of eight years of nonprofit executive experience in a human services or public health organization, as well as experience working closely with or reporting to a Board of Directors. The selected candidate will have a history of operational success combined with demonstrated business development or fundraising results in a complex organization. An understanding of and passion around health equity is essential for success in this role, as is a bachelor’s degree in a relevant field of study. A Master’s degree in public health, public administration, business administration, or a related field is a plus.

TO BE CONSIDERED

Lifelong offers a supportive work culture and actively recruits, develops, and retains a talented and diverse workforce that contributes to our mission, vision, and values. All qualified candidates are encouraged to apply. A thoughtful cover letter that articulates your interest in the position and fit for the role, accompanied by a current resume, should be submitted for consideration through (Waldron’s Candidate Web Portal).

The search for the Chief Executive Officer at Lifelong is being assisted by a team from Waldron:

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Waldron is honored to work with Lifelong in the search for a Chief Executive Officer. We believe in and support the work of Lifelong, and we are doing our best to recruit a talented leader who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.