

April 14, 2008

Community HIV/AIDS Mobilization Project Announces Search for Executive Director

Summary

The Community HIV/AIDS Mobilization Project (CHAMP) is launching a national search for an executive director. CHAMP is a national nonprofit organization that is building a movement for HIV prevention justice that bridges HIV/AIDS, human rights, and struggles for social, racial and economic justice. Since its founding in 2003, CHAMP has created a strong national network of women of color, gay men of all races, transgender people, current and former drug users and youth – the very populations most at risk of HIV infection – along with other members of the AIDS service and advocacy sectors, in order to ensure the development and use of a broad and effective range of HIV prevention options, programs and policies in the next decade. CHAMP has provided trainings to build the capacity of thousands of activists and community leaders across the country; successfully influenced the policies of both CDC and the NIH; built an extended network of more than 13,000 people; and attained national news coverage for issues of HIV prevention justice in outlets such as *The New York Times*, CNN, NPR and *The Washington Post*. In five years, the organization has grown to an annual budget of a half-million dollars and a staff of six full-time employees and one part-time employee -- without using funding from the pharmaceutical industry or government sources.

CHAMP seeks an executive director to build on its success and shape the organization in its next phase of growth. The ideal candidate will be a proven leader and nonprofit manager, possessing both an understanding of HIV/AIDS and strong roots in movements for social justice. Qualified candidates will also have the ability to communicate effectively in a range of environments with a diverse group of stakeholders, including grassroots activists, academic researchers, the media, service providers and elected and appointed policymakers. The board of directors is open to young, upcoming leaders as well as more seasoned candidates. The position will be based in CHAMP's New York City office, with some travel required. Compensation is competitive with nonprofits of similar size, and benefits include medical/dental coverage, an excellent vacation package and a paid sabbatical every four years.

Background on CHAMP

Founded in May 2003 by longtime AIDS activists, the Community HIV/AIDS Mobilization Project has become a national leader in AIDS advocacy. CHAMP amplifies the voices of a new generation of underserved and high-risk communities to ensure the development and use of a broad and effective range of HIV prevention options, programs and policies in the next decade. CHAMP is ensuring that people living with, or at risk of, HIV are at the forefront of advocacy efforts by collaborating with researchers and policy advocates to overcome obstacles to prevention progress. Identifying emerging issues in HIV prevention that span the spectrum from research advocacy to policy implementation, CHAMP initiates campaigns that engage the community across generations and geography. Its programs combine the successful models of education, service and advocacy developed during first-generation efforts against HIV/AIDS with fresh approaches and new technologies that address current realities and challenges.

In five years, CHAMP has established a powerful web of constituents and allies, and has become a trusted voice in HIV prevention issues. CHAMP has united an often-fractious HIV/AIDS community to speak to the need for sound HIV prevention research and programs, and has influenced the policies of both the Centers for Disease Control and Prevention and the National Institutes of Health. Most notably, CHAMP has built the capacity of communities most affected by HIV to articulate and influence the HIV prevention issues that are imperative in their lives and communities.

Currently, CHAMP fulfills its mission through three major program areas:

- **CHAMP Academy** is a training institute that provides education, distance learning, skills training, communication coaching, capacity-building, online resources and ongoing support to thousands of people. The program guarantees that members of the AIDS community – including people with HIV/AIDS, youth leaders, prevention workers, service providers, and allies in social justice movements – are able to bring their life experiences and perspectives to programs and policies that affect them, their families and their communities. CHAMP Academy works intensively with local and state groups throughout the country to develop and sustain prevention policy campaigns at the local level while deepening people’s involvement in national and international advocacy.
- **The Strategy Lab for HIV Prevention Policy** is a unique national network of people with HIV/AIDS, community activists, prevention workers and program managers, students, youth leaders, policy analysts, researchers, academics and state and local health officials. Strategy Lab provides timely updates on HIV prevention research and policies to more than 3,000 *HIV Prevention Network* members from more than 250 organizations across the United States. Strategy Lab provides a forum for participants to share information, craft strategic campaigns and mentor new leaders from across the country. Every month, Strategy Lab organizes a teleconference to present and discuss the latest developments in HIV prevention research and policy, and maintains a well-regarded email list for dialogue and strategic planning. In addition, Strategy Lab regularly publishes a watchdog bulletin, *HHSWatch*, which focuses on recent HIV prevention research, federal policies and related topics.
- **The Power Grid for AIDS Movement Building** builds the power of the AIDS community through coalition-building and advocacy across a spectrum of AIDS issues, and builds connections with other progressive movements. The Power Grid funnels expertise from several overlapping communities in the following ways:
 - Educates and engages the front-line staff, clients and volunteers of community HIV programs on long-term solutions for HIV prevention -- giving them adaptable advocacy opportunities that respect the intensity of service delivery during a period in which HIV services face mounting challenges.
 - Links and mobilizes people with HIV with other activists, young leaders, researchers, policy analysts, academics and progressive federal, state and local officials -- to share perspectives that are essential to informing designs for better HIV/AIDS research and policies.
 - Works with progressive allies, including individuals and organizations concerned with reproductive health, LGBT rights, racial justice, socio-economic equity and human rights -- to adopt a framework of HIV Prevention Justice, in order to encourage the articulation of HIV/AIDS issues within their work and to provide stronger collaboration between shared advocacy efforts.
 - Develops and distributes CHAMP’s unique publication, *Solidarity Project*, in English and Spanish -- to expand the AIDS community’s toolbox for social justice advocacy, bridging domestic and global issues.

CHAMP currently has a staff of six full-time employees and one part-time employee. Its central office is based in New York City, with additional staff located in Philadelphia and Providence, Rhode Island. In addition to the executive director, the staff includes the manager of operations and programs; a director of communications; a director of policy and leadership development; an online organizer; a research and administrative assistant; a half-time community organizer and trainer based in Philadelphia; and a New Voices fellow who is concluding his two-year placement in Los Angeles.

The outgoing executive director, who is also the organization’s founder, will continue to work with CHAMP on programs and strategy development. She will work closely with the new executive director and the board of directors to provide insight and input throughout the leadership transition process to help ensure its success.

Position Description

The executive director is responsible for the overall leadership, management, and vision of the organization. The executive director is the chief spokesperson for the organization and must manage relationships with a range of stakeholders, including leaders in HIV/AIDS activism and other social justice movements, academics and researchers, the press and public health officials. With the support of the manager of programs and operations, the executive director is responsible for the management of all staff, programs and activities. The executive director has primary responsibility for all fundraising as well as maintaining relationships with funders and donors. The incoming executive director will have the opportunity to assume leadership of an accomplished organization, and will work closely with the board of directors in shaping CHAMP's growth and long-term vision.

The board of directors is open to candidates with leadership experience rooted primarily in social justice movements outside of HIV/AIDS prevention so long as the candidate demonstrates commitment to HIV prevention justice and a strong understanding of HIV prevention issues and the communities most affected by HIV. The board also is open to young, upcoming leaders as well as more seasoned candidates. CHAMP is committed to mentorship and leadership development, and a cadre of experienced leaders (including the former executive director, members of the board and others in the CHAMP network) will be available to the executive director for ongoing support.

In the next two years, key challenges and priorities for the new executive director will likely include the following:

- Maintaining relationships with a diverse range of partners and stakeholders, including social justice advocacy organizations; HIV/AIDS advocacy organizations and service providers; grassroots activists; public health officials and other policymakers; major national foundations and other funders; the media; and leading researchers on HIV prevention.
- Determining CHAMP's direction for future growth and leading the organization through its first formal strategic planning process.
- Developing and implementing a comprehensive resource-development plan and a long-term fundraising strategy, including the exploration of new revenue sources (such as individual donors and earned-income streams) to diversify the organization's funding base.
- Providing leadership and guidance for the board of directors as it transitions from working with a founding director to a new phase of leadership.
- Overseeing the ongoing growth and development of a diverse national staff, including long-time activists and young community leaders, in the New York office and other sites.
- Overseeing the organization's programs as it continues to fulfill a leadership role in the shaping of a national movement for HIV prevention justice, including the following:
 - Continuing to facilitate collaboration among AIDS organizations and prevention advocates for effective HIV prevention, including development of the national Prevention Justice Network and reinvigoration of prevention research in the U.S.
 - Developing an informed and mobilized network of leaders with the knowledge and tools to advocate for prevention justice on issues of incarceration-associated HIV infection.
 - Continuing to provide trainings and mentorship to build the capacity of leaders and activists from communities most affected by HIV/AIDS.
 - Improving and expanding CHAMP's training resources and publications, including the ongoing development of online tools for training and organizing.

The executive director position is based in CHAMP's New York City office, with some travel required.

Qualifications

The winning candidate will demonstrate the following qualifications and skills:

- Strong roots and history of leadership in movements for social, racial and economic justice, such as human rights, advocacy in communities of color, poverty, criminal justice reform, LGBT issues, gender issues, reproductive justice and/or immigrant rights.
- Knowledge and understanding of HIV/AIDS and HIV prevention issues.
- Capacity for communication and bridge-building with a diverse group of stakeholders, including grassroots activists, academic researchers, policymakers at local and national levels and major media outlets.
- Capacity for leadership and development of national advocacy strategies in a challenging political environment.
- Ability to motivate and coordinate the work of a highly capable network of volunteers around the country.
- Experience participating in and leading diverse coalitions.
- Demonstrated track record as a successful fundraiser.
- Ability to manage multiple projects and commitments simultaneously while maintaining clear focus on priorities.
- Strong written and oral communication skills, including public speaking.
- Team-oriented, collaborative management style combined with an ability to provide strong leadership.
- Ability to manage all aspects of a growing nonprofit organization, including management of staff, financial management, fundraising, program development and oversight, communications and board relations.
- At least five years of management and leadership experience.

Compensation and Benefits

Compensation includes a salary competitive with nonprofit organizations of similar size and an exceptional package for vacations, holidays, and leave. These benefits include the following:

- Medical and dental insurance (100 percent covered by employer).
- Three weeks' paid vacation in first three years; four weeks' paid vacation thereafter.
- Paid sabbatical of up to eight weeks available in fourth year and every fourth year thereafter.
- Ten paid holidays annually.

How to Apply

Applicants will be reviewed on a confidential and rolling basis, beginning on Monday, April 21. Interested candidates should send a cover letter and résumé to the following email address:

execsearch@champnetwork.org.