

ALCOHOL JUSTICE
Executive Director/CEO
San Rafael, California

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About Alcohol Justice

Alcohol Justice, the alcohol industry watchdog, promotes evidence-based public health policies and organizes campaigns with diverse communities and youth against alcohol and other drug industries' harmful practices.

Based in San Rafael, California, we envision healthy communities free of the alcohol industry's negative impact. We are the only national advocacy, research, media and policy organization that directly challenges the political influence and marketing might of global alcohol corporations.

History

Alcohol Justice was formed in 1987 as one of the endowed Buck Trust agencies. It was originally known as Marin Institute for the Prevention of Alcohol and Other Drug Problems, and later as The Marin Institute, or TMI. In 2011, we changed our name to Alcohol Justice to reflect our strong commitment to equity for all communities and our alcohol industry watchdog role.

Our work is always evidence-based, bringing scientific knowledge of harm and the facts of consumption and of marketing practices back to the public and to policy makers. For more information on Alcohol Justice, please visit our [website](#).

The Opportunity

Alcohol Justice is seeking a bold, courageous and mission-driven leader who is passionate about and committed to countering the harmful public health impacts of the alcohol industry to be its next Executive Director/CEO ("ED/CEO"). This is a unique opportunity to be at the helm of the national alcohol industry watchdog and be a leading voice speaking out against the increased global power of "Big Alcohol."

The ED/CEO will be responsible for Alcohol Justice's consistent achievement of its mission, policy agenda, outcomes, administration, fundraising, and financial objectives. Reporting to the Board of Directors, this leader will manage a staff of 11 mission-driven and dedicated professionals at its headquarters in San Rafael, and an annual budget of \$2 million. The ED/CEO will also serve as the key spokesperson and relationship builder for Alcohol Justice with community and coalition members, local and state agencies, policy makers, lawmakers, funders, and other key partners.

As Alcohol Justice continues to deepen our impact in under-resourced communities, this is a chance for a leader with a proven track record of successful coalition building and community organizing to make significant improvements in public health. This pivotal stage in Alcohol Justice's trajectory offers the new ED/CEO the chance to design and implement innovative

counter-industry strategies while growing Alcohol Justice's impact statewide in California, as well as nationally.

Specific Responsibilities

Program: The ED/CEO is responsible for the development, implementation and evaluation of all programmatic activities of AJ based on the Strategic Plan as adopted by the Board including: Program, Operations, and Fundraising. The Program Plans largely focus on pricing, fees and taxes on alcohol, prevention of advertising and bad products marketed to youth, protection of state control systems, reduction of alcohol advertising in general, building a base of support locally, statewide and nationally, and evidence-based research and policy analysis. The ED/CEO provides leadership in community organizing tactics and strategies for advancing policy initiatives and defending against deregulation. The ED/CEO is responsible for interpretation of public health research as a guide to reform, requiring masters level capacity in public health and public policy analysis, and legislative and regulatory interpretation and strategic vision.

Fundraising: The ED/CEO is responsible for all aspects of fundraising for the Organization, including the development of federal, state and foundation grant proposals, major donor fundraising, fundraising appeals, application for and oversight of contract and government grants, maintaining and building relationships with funders and additional fundraising activities, events and functions.

Media Spokesperson: The ED/CEO is responsible for representing AJ to the public and to the media (either personally, through staff, board or volunteer leadership), and for maintaining and promoting staff as spokespeople with a consistent and professional message. There are many opportunities to write articles, blogs, and journal articles, and to present at conferences, and through interviews or public testimony.

Fiscal Accountability: The ED/CEO is responsible for general oversight of AJ's fiscal accountability and presentation of an annual budget. The Executive Director is responsible for fiscal management subject to the approved budget of AJ, timely independent, annual audit preparation, and reporting comprehensively to the Board and Treasurer the fiscal status. ED/CEO conservatively manages reserves and investments under Board approved policies. The ED/CEO works closely with senior program staff to manage and oversee all fiscal operations. ED/CEO ensures best practices in bookkeeping, accounting, audits, and standards of foundation and governmental grants/contract management, as well as managing the generous annual Buck Trust allocation

Administration: The ED/CEO is responsible for oversight of all administrative functions of AJ, including personnel policies and procedures, office management, program support, and compilation of organizational reports (e.g. Executive Director reports, staff reports, Board packets, and numerous required local, state and national filings.).

Supervision: The ED/CEO supervises all administrative and program personnel of AJ and establishes effective protocols for maximizing employee skills and interests. The ED/CEO is responsible for maintaining a system for timely and effective performance and salary reviews across the organization, and for performing such reviews with her/his direct reports.

Collaborations and Networks: The ED/CEO represents AJ in collaborative relationships with local, state, and national organizations and coalitions, and as the chief spokesperson to the media. The ED/CEO serves as the official liaison with the Marin Community Foundation President and Board; the Buck Trust (source of 70% of the funding), and other organizations and institutions as appropriate and directed from the Board.

Candidate Profile

The ED/CEO will be visionary and entrepreneurial with a significant track record of success as a strategic leader, manager, and policy advocate. The successful candidate will have at least 10 years of leadership experience in domains such as political consulting, community organizing, government affairs, public policy, communications, public health and/or other relevant fields. The ED/CEO will have a demonstrable track record of developing successful evidence-based policy and advocacy positions that drive, influence, and promote policy change. The successful candidate will be able utilize their experience in government or political processes to formulate and support public health policies related to the alcohol industry, experience with counter-industry strategies and a passion for removing negative corporate practices from our communities.

In addition, the ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Strategic and Visionary Leader

The ED/CEO will be a proven visionary, strategic and hands-on leader with experience developing and executing strategic plans, as well as driving the execution of tactical work plans. This individual will be able to articulate a clear vision for the organization, building upon the achievements of the past, while positioning the organization to achieve its full potential. With experience working effectively with boards of directors, this thought leader will plan for future partnerships and coalitions, and seize near-term and long-term opportunities to ensure that Alcohol Justice is at the forefront of policy-making and positive change.

Operational Excellence

The ED/CEO will understand and implement best-in-class nonprofit management practices, ensuring that overall day-to-day operations are streamlined and aligned with strategic goals. This leader will be comfortable developing annual budgets. Possessing a collaborative and inclusive management style, the ED/CEO will seek buy-in from staff as well as empower them, setting clear goals and providing them with opportunities for ongoing professional growth and development.

Advocacy / Coalition Building and Political Acumen

Resilient in the face of adversity, the ED/CEO will have the courage and fortitude to stand up to policies and practices in the global alcohol industry that cause harm, but also the political acumen needed to build broad-based coalitions of diverse stakeholders. This passionate and energetic individual will have the ability to inspire and mobilize at the grassroots level through

community organizing, as well as to influence policy makers, legislators, and the greater community. As the outward-facing voice of Alcohol Justice, this leader will confidently and effectively communicate Alcohol Justice's policy agenda and initiatives to allies, stakeholders, elected and appointed officials, funders and the media, and will help to increase the visibility and stature of the organization as it continues to evolve. and potentially grow.

Fundraising Expertise

The ED/CEO will have demonstrated experience in fundraising and grantwriting and will bring the ability to think creatively about how to expand and diversify funding for the organization. Possessing a fundraising mindset, the ED/CEO will be able to effectively relay the importance and impact of Alcohol Justice's initiatives to current and potential funders. Partnering closely with the Board of Directors, the ED/CEO will identify and devise new development strategies in order to strengthen Alcohol Justice's resource base and support organizational stability, resilience and growth.

Board Relations

The ED/CEO will foster a strong relationship with the Board and actively work with Board members to build the next phase of Alcohol Justice. This individual will have the confidence and expertise needed to make recommendations to the Board regarding strategic direction. The ED/CEO will keep the Board advised of the activities and financial position of Alcohol Justice, and provide the Board with the high-quality information required for making sound policy decisions. This individual will be comfortable with helping Board members build their governance capacity while taking direction from the Board.

Passion for the Mission

The ED/CEO will embrace the principles of the mission of Alcohol Justice and will have a passion for promoting public health policies, mobilizing diverse communities, and building campaigns to organize diverse youth and under-resourced communities against Big Alcohol's global marketing power. An empathic leader, the ED/CEO will treat others with respect and will be a leader of unquestionable integrity. This executive will understand and address issues of diversity, equity and inclusion directly, with thoughtfulness and clarity. As Alcohol Justice's impact grows locally, statewide, nationally, and sometimes internationally, the ED/CEO will be willing to travel for conference presentations and leading organizing events.

The ED/CEO will have profound respect and experience working with communities of people of color. With a strong constituent base in Marin County, Los Angeles County and statewide in California, the ED/CEO would be well-served to speak, listen and write in Spanish as well as English. Social justice is a lens in all our work, with special attention to the disparate harms that diverse communities suffer from the alcohol industry and lack of treatment and health care resources.

Compensation & Benefits

The starting annual base salary for this role is \$150,000 to \$160,000 with a superlative benefits package.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Michelle Bonoan, Alex Corvin and Medelene Beasley are leading this search. To make recommendations or to express your interest in this role please visit this <https://talent-profile.koyapartners.com/search/4374> or email mbeasley@koyapartners.com. All nominations, inquiries, and discussions will be considered strictly confidential.

Alcohol Justice is an Equal Opportunity Employer and does not discriminate based on race, color, religion, national origin, ancestry, age, medical condition, disability, veteran status, marital status, gender, sexual orientation, or on any other impermissible basis.

About Koya Partners

Koya Partners, a part of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

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