



Executive Director – Alcohol Justice

Posted March 11, 2026

About the Organization:

Alcohol Justice prevents the proliferation of misuse of alcohol and other related drugs and reduces the harms associated with populations targeted by the alcohol industry through evidence-informed advocacy and community organizing. Since 1987 Alcohol Justice has been working to reduce the harm caused by alcohol through research and advocacy. Our projects and campaigns build and guide strong coalitions of concerned constituents to bring hope, provide support, and shine a bright light on evidence-based solutions to industry-driven substance misuse to reduce harm.

The Opportunity:

The Board of Directors is seeking a mission-driven, visionary, and operationally astute Executive Director to lead Alcohol Justice into its next era of impact. Reporting directly to the Board, the Executive Director will serve as the agency's chief strategist, ambassador, and administrator, charged with stewarding our mission, advancing strategic goals, and ensuring organizational excellence across all dimensions. The Executive Director will be responsible for the overall financial health and operational success of the organization, including leading all staff and collaborating with the Board of Directors to determine operational strategies and ensure Alcohol Justice's successful execution of its mission. This is a full-time onsite position based in San Rafael, CA.

The Ideal Candidate:

A seasoned, values-aligned executive who brings:

- A personable and engaging demeanor to serve as the primary spokesperson for the organization.
- Experience overseeing messaging, media engagement, and public campaigns to build credibility and visibility for the organizations policy positions.
- Background building and maintaining relationships with policy makers, regulators and government agencies including representing the organization in hearings, briefings, and high-level meetings to build alliances with other advocacy groups, coalitions, and community organizations.
- An entrepreneurial mindset with the ability to identify and cultivate revenue-generating opportunities, build strategic partnerships, and lead grant writing and proposal development efforts.
- Leadership experience in developing, implementing and evaluating a strategic direction embodying Alcohol Justice's mission and in addressing its position and services to its market.
- Ability to navigate the challenging environment facing a non-profit, public benefit corporation that engages in advocacy and education against very powerful groups.
- Experience establishing and maintaining high level relationships with elected officials, political and community leaders and individuals.
- Operational capabilities including program delivery, office administration, and project planning.
- Experience creating, implementing, monitoring and assessing organizational policies and procedures to ensure both operational efficiency and legal compliance.
- Budgeting and financial planning knowledge including active participation in fundraising, grant proposals, donor cultivation, and major gift solicitation.
- Background in personnel management including recruiting, hiring, supervising, and evaluating both employees and in some instances volunteers.

Additional Qualifications

- Bachelors degree from an accredited college or university required (masters preferred).
- Ten years of experience in an executive-level, community-facing position.
- Ten years of nonprofit experience, including experience in a multi-ethnic, diverse environment.
- Demonstrated dedication to advocating for equitable opportunities and justice for communities.
- Proven ability to foster collaboration and unity in environments with individuals from diverse cultural and ethnic backgrounds and languages.

- Strong leadership and interpersonal skills, as well as demonstrated skills in budget, staff and program management; ability to effectively manage diverse programs and complex funding streams.
- Systems thinker who is goal-driven and a strong advocate for systems and policy change.
- Highly skilled in negotiations within the organization and with funding sources and outside partners.
- Capability to inspire trust, motivation, commitment and loyalty to purpose.
- Models and maintains high standards of integrity in professional and personal life.
- Must possess positive, engaging, and dynamic human relations skills with multi-lingual abilities in both English and Spanish.
- Capacity to develop a clear vision and plan for the future of the organization.
- Demonstrated history of active involvement in community and civic activities.
- Proficient in Microsoft Office Suite and related business software.
- Effective presentation, written and verbal communication skills.
- Willing to work non-traditional hours and days to meet the needs of this position and the organization.
- Maintain a valid California driver's license, reliable transportation, adequate auto insurance as required by State law, and insurability by agency carrier for those driving agency vehicles.

Compensation Information

The position offers a competitive annual salary between **\$140,000 - \$180,000**, plus an exceptional benefits package including medical, dental, vision, life insurance, PTO, sick time, and 401(k) with company match.

Application Process

- To be considered, candidates must apply by **12:00 PM, Friday, April 3rd, 2026**.
- Anticipated hire date is tentatively scheduled for **Monday, July 6th, 2026**
- Apply online through **Sierra HR Partners**: <https://sierrahr.com/jobs/>
- For confidential inquiries, contact **Andres I. Magos, Lead Recruiter** at magos@sierrahr.com or at **559.388.8423**

Alcohol Justice is proud to be an Equal Opportunity Employer.

Pay: \$140,000.00 - \$180,000.00 per year

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Health insurance
- Life insurance
- Paid time off
- Relocation assistance
- Vision insurance

Work Location: In person