WHO WE ARE

Since 1991, A-SPAN’s vision has been to end homelessness. Located in Arlington, Virginia, its core efforts are to move individuals from streets to stability.

A-SPAN’s mission is to secure permanent housing and provide life-sustaining service for Arlington’s most vulnerable individuals through outreach and relationships built on trust and respect. Through its mission, A-SPAN has become a $4M multi-program organization providing a continuum of services 24/7, 365 days of the year, for homeless individuals and veterans.

In 2015 A-SPAN was awarded the contract to run the Arlington County’s Homeless Services Center. The Center is much more than a shelter, housing all of A-SPAN’s programs in one convenient location. These include a day and outreach program for homeless clients, shelter for up to 80 persons (with overflow capacity during times of hypothermia risk), a medical respite and nursing services program, and a full production kitchen serving 3 meals daily. The Center is a national best practice model as the way to end homelessness by moving someone from homelessness to a home. A-SPAN has been instrumental in reducing Arlington County’s homelessness population by 60% in the last 7 years and has been recognized locally, regionally, and nationally as a leader in solving homelessness issues.

Additional information may be found on our website at www.a-span.org

YOUR ROLE AS PRESIDENT & CEO

The successful candidate will be an innovative leader with a proven track record of managing an organization successfully and creatively. The President & CEO will lead the organization’s strategy, finances, programs, staff, and daily operations. This person will be a highly motivated and collaborative leader, with a sense of passion for the mission of A-SPAN. The President & CEO should possess financial and business acumen providing a forward-thinking approach to lead A-SPAN into the future.

The ideal candidate will have an entrepreneurial mindset and experience leveraging networks and relationships to further A-SPAN’s standing as a national leader in its field. This person will optimize revenue and fundraising opportunities, seek diverse funding streams, while maintaining relationships with existing funders. The successful candidate must be able to speak compellingly to community leaders, business leaders, politicians, and the general public. The position reports to and will work in close collaboration with A-SPAN’s committed Board.
ESSENTIAL FUNCTIONS

While the responsibilities will be varied, the following are core/major responsibilities for the President & CEO. The ability to:

- Develop the strategic direction of A-SPAN in collaboration with the Board;
- Collaborate with the Board to develop financial strategies that ensure A-SPAN’s long term viability;
- Assess the efficacy of all programs and seek ways to enhance their value;
- Oversee the fiscal activities of the organization;
- Represent the organization in the community;
- Lead and manage staff, promote teamwork and ensure ongoing attention to professional development;
- Maintain a culture that attracts, maintains, retains and motivates a diverse and talented staff of high performing individuals.

EXPERIENCE AND ATTRIBUTES

- Bachelor’s degree with 10 or more years of proven experience in the areas of management and business development;
- A charismatic leader and an authentic and enthusiastic networker who embraces the opportunity to be the external face of the organization;
- Proven executive management and leadership expertise, with strong business and financial acumen;
- Proven experience with organizational change and growth;
- Prior success working with a Board of Directors with the ability to cultivate board member relationships;
- Excellent coalition builder with an ability to communicate and work effectively with a variety of internal and external stakeholders; a persuasive negotiator able to achieve consensus amongst differing opinions;
- Proven track record of using traditional and entrepreneurial business development practices;
- Demonstrated experience raising funds from multiple sources including individual and/or corporate and earned income sources;
- Ability to effectively communicate in a diverse environment across lines of culture, profession, gender, etc.;
- Demonstrated ability to oversee and collaborate with staff, corporate partners, and community stakeholders;
- Ability to ensure that the organization and its mission, programs, services, and values are consistently presented in a strong, positive manner to all organizational stakeholders;
- Knowledge of Federal, State, and local government grants and contracts preferred.
**SALARY & BENEFITS**

Salary will be commensurate with experience.

- Healthcare
- Dental
- Matching 403(b) program
- Vacation and sick leave allowance

**HOW TO APPLY**

The Board of A-SPAN has engaged True North, LLC to manage its search. Candidates must email a cover letter, resume, desired salary and salary history to Contact@pointtruenorth.com with “President & CEO” in the subject. Phone calls WILL NOT be accepted. Resumes will be accepted until the position is filled. All communications will be treated confidentially.

**EQUAL OPPORTUNITY EMPLOYER**

A-SPAN provides equal employment opportunities (EEO) to all employees and applicants for employment and prohibits unlawful discrimination and unlawful harassment on the basis of race, color, religion, national origin, gender, age, disability, gender identity or expression, veteran status, marital status, sexual orientation or any other protected classes or categories as defined by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.