

About the job

Position Overview

The Alabama Coalition Against Domestic Violence (ACADV) seeks a mission-driven, experienced, and steady leader to serve as its next Executive Director. This is a critical leadership role at a pivotal moment for the organization.

Interested parties should submit a letter of interest and a resume to info@acadv.org.

Key Leadership Priorities

1. Organizational Stabilization & Trust Rebuilding

- Re-establish organizational stability through consistent leadership, clear priorities, and operational discipline
- Rebuild trust with Board, staff, member organizations, funders, and external stakeholders
- Foster a **trauma-informed, transparent, and accountable culture**
- **Assess and strengthen internal systems, governance practices, and decision-making processes**

2. Coalition Leadership & Member Engagement

- Strengthen relationships with member organizations across the state
- Ensure ACADV delivers clear value as a **convener, advocate, and resource hub**
- **Facilitate alignment across diverse stakeholders with varying needs and perspectives**
- **Promote collaboration and shared accountability across the coalition**

3. Legislative & Public Policy Leadership

- Serve as ACADV's primary liaison to **state legislators, policymakers, and government agencies**
- **Advance a clear, member-informed legislative agenda**
- **Advocate for policies and funding that support survivors and service providers**
- **Build and maintain bipartisan relationships at the state level**

4. Operational Excellence & Sustainability

- Ensure strong financial stewardship, including grant management and funding diversification
- Strengthen infrastructure, including staffing, processes, and performance management
- Establish clear metrics to track organizational health and impact
- Partner closely with the Board to align strategy, governance, and execution

5. External Leadership & Representation

- Serve as a credible and visible leader within Alabama and the broader national domestic violence network
- Represent ACADV in partnerships with coalitions, nonprofits, and national organizations
- Communicate a compelling vision for ACADV's future

Candidate Profile

Required Experience

- Senior leadership experience in a nonprofit, coalition, or advocacy organization
- Demonstrated experience working within or alongside **domestic violence coalitions or aligned systems**
- **Proven success engaging with state legislatures, public policy, or government relations**
- **Experience leading organizations through change, crisis, or rebuilding phases**

Core Capabilities

- **Stabilizing Leadership:** Brings calm, clarity, and structure in complex environments
- **Trauma-Informed Leadership:** Understands the impact of organizational and community trauma and leads with empathy and accountability
- **Stakeholder Management:** Skilled at navigating diverse, and sometimes competing, interests
- **Political Acumen:** Effective in legislative and policy environments
- **Execution Orientation:** Translates strategy into disciplined action and measurable outcomes

- **Communication:** Transparent, consistent, and trust-building

Personal Attributes

- High integrity and credibility
- Grounded, steady presence
- Strong listener with a collaborative mindset
- Resilient and adaptable

Reporting Structure

The Executive Director reports directly to the Board of Directors and works in close partnership with the Board Chair.

Location

Montgomery, Alabama with statewide engagement

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