



Bridge
Partners

**NATIONAL ALLIANCE ON MENTAL ILLNESS
(NAMI)**

CHIEF EXECUTIVE OFFICER

www.nami.org

The Organization:

NAMI, the National Alliance on Mental Illness, is the nation's largest grassroots mental health organization dedicated to building better lives for the millions of Americans affected by mental illness.

What started as a small group of families gathered around a kitchen table in 1979 has blossomed into the nation's leading voice on mental health. Today, NAMI is a federation of NAMI state organizations and 600 local NAMI affiliates, with leaders and tens of thousands of volunteers delivering programs, support groups and presentations across the country. Its mission is to provide advocacy, education, support, and public awareness so that all individuals and families affected by mental illness can build better lives.

For 40 years, NAMI has been a beacon of help and hope, fighting for more research, better education, bolder advocacy, and broader public awareness.

Key roles NAMI plays:

Educate & Support. Education programs, support groups and presentations are offered in hundreds of communities across the United States through NAMI State Organizations and NAMI Affiliates, ensuring hundreds of thousands of families, individuals, educators, providers, civic and community leaders get the support and information they need.

Advocate. NAMI advocates for equity, inclusion and quality care. It shapes state and national public policy for people with mental illness and their families and provides NAMI leaders at all levels with the tools, resources and skills necessary to improve mental health across the country.

Listen & Build Community. The toll-free NAMI HelpLine enables a personal response to hundreds of thousands of requests each year, providing free information and support - a much-needed lifeline for many.

Lead the Conversation. Public awareness events and activities, including Mental Illness Awareness Week and NAMIWalks, successfully fight stigma and encourage understanding. NAMI works with reporters on a daily basis to make sure our country understands how important mental health is.

NAMI Core Values:

- ***HOPE:*** We believe in the possibility of recovery, wellness, and the potential in all of us.
- ***INCLUSION:*** We embrace diverse backgrounds, cultures and perspectives.
- ***EMPOWERMENT:*** We promote confidence, self-efficacy and service to our mission.
- ***COMPASSION:*** We practice respect, kindness and empathy.
- ***FAIRNESS:*** We fight for equity and justice.

NAMI envisions a world where all people affected by mental illness live healthy, fulfilling lives supported by a community that cares.

For information about NAMI programs and services visit: <https://www.nami.org/Find-Support/NAMI-Programs>

The Role:

Location: Arlington, VA (Metro-Washington, DC area)

Reports to: NAMI Board of Directors

Direct Reports: Chief Operating Officer, Chief Development Officer, Chief Financial Officer, HR Director and Executive Assistant

Overview:

Following on from an 18-month, multi-phase strategic planning process and an extensive stakeholder listening tour, inclusive of thousands of people affiliated with NAMI in all 50 States, the NAMI Board has approved a new strategic plan for the period 2020-2025.

NAMI is seeking a Chief Executive Officer (CEO) who will achieve the vision and mission of NAMI and be responsible for inspiring and leading constituents and team members within the national organization and the larger NAMI community, as well as other stakeholders building the movement at a pivotal time in its history.

The ideal candidate is authentic and resilient, with business acumen and the ability to lead change during a period of exceptional growth within the NAMI organization, as well as the dramatically elevated prominence of mental health issues in our culture. NAMI's next leader will leverage the national awareness that mental health issues are receiving in the media for the communities NAMI serves.

Position Summary:

The CEO provides direction and leadership for the organization's mission and vision, communicates the goals of the organization and its work internally and externally, and oversees the implementation of the organization's strategic plan, programs and initiatives.

In partnership with the Board, the CEO is responsible for the successful and sustainable growth of NAMI, the translation of strategy into clearly aligned operational plans, and the development of efficient infrastructure and a sustainable funding model. S/he will ensure accountability for the outcomes and the impact of NAMI's programs and advocacy.

Together, the Board and the CEO will ensure NAMI's relevance to NAMI communities including state organizations & local affiliates, the accomplishment of NAMI's mission, vision and strategic plan, and the accountability of NAMI to its diverse constituents.

The Board delegates the responsibility for management and day-to-day operations to the CEO and s/he has the authority to carry out these responsibilities, in accordance with the direction and policies established by the Board. The CEO provides direction to the Board and enables the Board to carry out its governance functions.

Key Responsibilities:

Leadership & Strategic Vision

- Provide inspirational leadership and management of staff, across the alliance (national, state offices, local affiliates); build and nurture an organizational culture that is grounded in a shared vision, vibrant in team work and accountability, supported by mutual respect, and unrelenting in the pursuit of quality programming, services, and support to state offices and local affiliates.
- Drive the vision and strategy for growth; act as a change agent, engaging both internal and external stakeholders to achieve NAMI's mission, next level of impact, and sustainable organizational growth.
- Oversee operational planning and hold executive and senior leaders accountable for ensuring successful implementation of programs, fundraising, partnerships, and building awareness of NAMI.
- Assist the Board in monitoring and evaluating NAMI's relevancy to the state organizations and local affiliates - its effectiveness and results.
- Facilitate fair and empathetic resolution of issues that arise in a large alliance with multiple stakeholders; strengthen communications and responsiveness from the national office to the field.

Community Relations

- Serve as chief champion and spokesperson, representing NAMI locally and nationally; leverage public speaking opportunities, attend conferences; act as a leading voice in pursuit of the NAMI mission.
- Implement an internal and external communications strategy; use effective communications activities with state and local organizations and effective marketing of NAMI and its work.

- Act as an advocate, within the public and private sectors, for issues relevant to NAMI, its programs, services and community needs.
- Maintain an open dialog with stakeholders, volunteers, donors and communities at large to improve services and programs, and ensure alignment around NAMI mission and strategy.
- Work with legislators, partner organizations and regulatory agencies at the highest levels to further strategic advocacy priorities.
- Identify opportunities and facilitate strategic partnerships with other organizations to advance NAMI mission and priorities.

Board Relations & Board Development

- Work with the Board of Directors to ensure strong, transparent, and high-functioning governance role; assist the Board articulate its role and responsibilities and that of its committees; assist with regular performance assessments.
- Work with the Board to develop strong governance standards and practices for the Board and national office staff, state and local affiliates; oversee implementation of these standards.
- Serve as a thought partner to the Board's executive committee and committee chairs to ensure that relevant, accurate, and timely information is provided to inform and guide the Board's strategic level thinking.
- Inform the Board and its committees about trends, challenges and opportunities in order to facilitate discussion, deliberation and policy-making; recommend policy positions.
- Build a trusting and transparent partnership with the Board in order to achieve the mission, vision and goals.

Financial Management & Administration

- Provide general oversight of all NAMI activities; assure the effective management of day-to-day operations, and a high-functioning, efficient organization.
- Create an environment of transparent cross-functional communication, planning, goal-setting, and team work.
- Promote programs and services that are produced in a cost-effective manner; assure program quality and organizational stability through development and implementation of standards and controls, systems and procedures, and regular evaluation.
- Together with the CFO, oversee the fiscal status of the organization including developing long and short-range financial and operating plans, monitoring the budget, reporting and audit.
- Inspire, coach and develop a diverse team with multiple perspectives and talents; motivate and collaborate, actively seek input from a variety of sources; assure a process for recruitment, development of appropriate salary structures, and consistent evaluation of staff and volunteers.
- Oversee all information technology systems and functions for effective operation of the national office and its alignment with its state organizations and local affiliates.
- Assure the filing of all legal and regulatory documents and monitor compliance with relevant laws and regulations.

Fundraising

- Lead diversified fund development efforts in partnership with the Board and the development team, focusing on individuals, corporations, philanthropy, and fundraising events that will ensure the adequate funding for the effective operation and future growth of NAMI.
- Guide and support the Board and its fundraising committee; provide resources and support that enable all members to serve as brand ambassadors for the organization.
- In partnership with the marketing and communications team, formulate and execute marketing, branding and development strategies for National that will increase NAMI visibility and enhance revenue from major donors.
- Assure the development and operation of gift management systems and reports for quality decision-making.
- Prioritize the consistent collection of data and the evaluation of service offerings and programs; use metrics to make decisions regarding the development of new programs, partnerships, fundraising, and initiatives that are tied to the strategic plan and financial targets.

Candidate Profile:

Professional Experience:

- A minimum of 15 years of strategic executive leadership experience in federated, geographically dispersed, or complex model organizations during periods of growth and change.
- Professional experience may have been gained in the mental health sector or a health-related field, large multi-site patient advocacy organizations, and/or organizations serving disadvantaged populations.
- Broad general management experience across finance, human resources, operations/technology, marketing, program, fund development, and working with volunteers and Boards.
- Demonstrated achievement in change environments, bringing to scale complex organizations; adept at assessing infrastructure/operational requirements necessary to support sustainable growth and healthy organizational culture.
- Ability to set clear priorities, delegate and guide investment in people and systems; proven strategic, organization and problem-solving skills that enable sound and decisive decision making.
- Proven change management and coalition-building experience; ability to influence and enable others to work collaboratively in service of the NAMI community.
- Proven record of innovative and sustainable fundraising from individuals, corporations, foundations, and current and potential NAMI partners.
- Superior mentoring, professional development, people management and leadership skills; evidence of leading change with positive outcomes; an inspiring team builder who engenders trust and builds group commitment to goals and objectives.

Personal Attributes:

- Passionately committed to NAMI's values, mission, vision and strategic plan.
- A servant-leader who communicates a clear and compelling vision for the future of the organization; applies creative solutions to organizational problems, anticipating situations and needs, and responds appropriately to emerging situations.
- Change agent who manages continuity, change and transition while establishing buy-in along the way.
- Constructively addresses the impact of attitude and action on NAMI, and its participants; facilitates conflict resolution and is able to successfully work through tough decisions.
- Systems thinker who is client focused and defines goals and establishes priorities with clear responsibilities to ensure results.
- Comfortable with diversity and respectful of a wide range of faiths, beliefs and experiences.
- Multi-cultural management experience and a high level of emotional intelligence.
- Exceptional written, verbal and presentation skills; ability to inspire and motivate people at all levels within and outside of the organization including national, state and local groups, partners and donors.
- Displays the highest levels of personal and professional integrity and models exemplary behavior.
- Lifelong learner and intellectually curious.
- Ability to travel extensively.
- Lived experience with mental health issues, personally, with a friend/family member or in relevant professional experience, is an asset; a willingness to learn the multiple facets of lived experiences is a must.

EDUCATION:

- A Bachelor's degree required; graduate degree is preferred.

**

NAMI is an Equal Opportunity Employer M/F/D/V

**

If you or someone in your network is interested in exploring this opportunity,
please submit a cover letter and resume to:

Janet Albert
Partner, Bridge Partners
Janet.albert@bridgepartnersllc.com

Tory Clarke
Partner, Bridge Partners
tory.clarke@bridgepartnersllc.com