



Executive Director **Healthy Mothers, Healthy Babies Coalition of Georgia**

POSITION OVERVIEW

The Board of Directors seeks a strategic and experienced Executive Director (ED) to lead a distinguished, prominent, and effective organization that is making a significant impact in enhancing the health and well-being of mothers, birthing people, and babies in Georgia. The state is currently ranked amongst the highest for maternal mortality and prematurity in the United States. To that end, the Executive Director must be ready, capable, and insightful to leverage the current environment to identify and address opportunities effectively, ensuring meaningful progress. This crucial role requires a leader seasoned in nonprofit management and passionate about removing systematic barriers while addressing the immediate needs of directly impacted populations. This leader will advance strategic objectives, uphold a culture of excellence, and ensure the organization's sustained impact. The Executive Director will be vital in scaling fundraising efforts, strategically enhancing impactful programs, and nurturing a culture of collaboration. To extend reach and effectiveness, the successful candidate will engage with diverse stakeholders, including government agencies, elected officials, corporations, and community partners. This role presents a unique opportunity to influence health outcomes across Georgia, demanding strategic insight, operational expertise, and a deep commitment to the mission.

YOUR TALENT. OUR PASSION. SHARED VISION

Healthy Mothers, Healthy Babies Coalition of Georgia's (HMHBGA) mission is to improve maternal and infant health through our collective advocacy, education, and access to vital resources. Since our founding in 1974, the organization has operated several resource and referral lines, provided free perinatal education classes and resources, provided professional learning opportunities for clinical and community-based providers, and led statewide advocacy initiatives aimed at reducing health disparities for those most significantly affected.

Our vision is to realize a Georgia where all thrive with equitable access to perinatal resources and knowledge, responsive to the needs that are reflected in our diverse communities. To support this need, HMHBGA focuses on the full spectrum of maternal and infant health concerns, from prematurity to maternal mortality. Below are our three major areas of focus:

- Collective Advocacy:
 - We focus on state-level policy but strategically broaden into national policy discussions when it directly affects the state of Georgia.
 - We are intentional when engaging in discussions around maternal and infant health, taking care to champion the issues while centering policy recommendations for those directly impacted in our community.
 - We advance collective advocacy by conducting maternal and infant health research, leveraging data to inform policy, and sharing with our allies to foster alignment in our collaborative efforts.
 - We understand that no one of us can do this work alone, and it is through collective action that we can realize a Georgia where all moms, birthing people, and babies thrive.
- Responsive Education:
 - We are committed to leveraging innovation and collaboration to fill educational and programming gaps for communities experiencing the most significant health inequities.
 - We work to educate a wide variety of professionals supporting maternal and infant health, including community-based birth workers, clinical providers, legislators, and the general public.
- Access to Vital Resources:
 - We are a leader in procuring tangible maternal and infant health resources that address the immediate needs of our stakeholders while also catalyzing change.
 - We are a convener, partnering with a variety of individuals, organizations, funders, and institutions to coordinate our collective efforts and maximize our reach.

Learn more about HMHBGA by visiting us online at www.hmhbga.org.

CANDIDATE COMPETENCIES.

Visionary Leadership for Systemic Change:

The Executive Director will be a visionary leader with proven experience in strategic planning and implementation within maternal and child health or related fields. This individual will excel in bringing together diverse stakeholders for impactful discussions and actions, aligning the organization's mission with broader goals for growth and improvement. They will skillfully navigate state and local government operations, ensuring the organization's initiatives are effectively supported and executed. A commitment to diversity and inclusion, alongside the ability to measure and adapt strategies based on data and continuous feedback, is essential for driving the organization forward.

Dynamic Revenue Growth and Donor Engagement:

The Executive Director will spearhead a dynamic and diversified fundraising strategy, adept at securing and expanding a robust funding base through grants, major donor engagement, corporate partnerships, and innovative digital campaigns. This role involves strategic relationship building, effectively communicating the organization's mission, and leveraging various revenue streams for sustainable growth. The leader will ensure compliance, foster donor relations, and innovate to meet the organization's evolving financial needs.

CANDIDATE COMPETENCIES. *(continued)*

Strategic Relationship:

The Executive Director will be adept at cultivating and maintaining critical relationships, bringing together various stakeholders around common goals. This role emphasizes the importance of teamwork and partnership, working closely with board members, partners, and the broader community to foster organizational development and advocacy. Knowledge or experience with the Georgia context will be considered an asset, as it can significantly enhance the effectiveness of these collaborations.

Communications:

In articulating the organization's mission, the Executive Director will demonstrate a passion for and precision in communication, serving as a key spokesperson for maternal and child well-being. This individual will champion comprehensive, nonpartisan, and evidence-based solutions, ensuring messages resonate and engage audiences at every level. The ability to convey complex ideas clearly and mobilize support is crucial for amplifying the organization's impact and driving its agenda forward.

Team Development and Organizational Growth:

The Executive Director will be pivotal in cultivating a vibrant team culture characterized by collaboration, innovation, and accountability. As the organization and its staff evolve, nurturing and inspiring each team member becomes paramount. The leader will focus on setting clear objectives, delivering constructive feedback, and fostering professional and personal growth opportunities. This approach will ensure that the team's development is in harmony with the organization's growth, embracing diversity of thought and inclusivity at every level. Empowering staff and championing a culture of excellence and results, the Executive Director will be instrumental in advancing the organization's mission through thoughtful program management and operational leadership.

Operational Excellence and Impact Optimization:

The Executive Director will excel in operational management, ensuring organizational efficiency, financial stability, and the effective use of technology. This role involves budget management, goal setting for financial health, and the strategic use of data for program adaptation and compliance. The leader will adeptly navigate a changing environment, optimizing operations and program delivery for maximum impact while aligning activities with funding and revenue opportunities, ensuring continuous improvement and adherence to strategic objectives.



MINIMUM QUALIFICATIONS.

- Bachelor's degree required; a graduate degree in a relevant health field, public administration, or business is preferred.
- Direct experience or a substantial understanding of maternal and infant health advocacy is highly valued. The candidate should demonstrate a commitment to improving health outcomes in these areas, with a keen awareness of the challenges and opportunities specific to Georgia.
- Familiarity with Georgia's social, economic, and cultural contexts, particularly concerning health and advocacy issues. This includes understanding the state's policies, key stakeholders, and community dynamics that impact maternal and infant health.
- Proficiency in leveraging data for strategic decision-making, with experience in or the potential to further develop the organization's nascent data hub. The ability to understand and utilize the data landscape of the agency to guide research, policy, and programmatic directions.
- A strong inclination towards growing the organization's research capabilities. Recognizing research and education as pivotal avenues for advancing maternal and infant health, the candidate should exhibit the ability and enthusiasm to expand these areas significantly.
- Proven leadership in a nonprofit setting, with a track record of effective team management and strategic planning. The ability to foster an environment that values innovation, accountability, and high performance.
- An enthusiastic and innovative approach to nonprofit fund development, leveraging the board and staff to cultivate, solicit, steward, and secure \$3 - \$5 million annually from diversified sources of public and private funding sources.
- Competence in engaging with state and local government entities to advance the organization's goals. This includes navigating government systems and building partnerships that support and enhance the organization's initiatives.
- A deep commitment to diversity, equity, and inclusion, demonstrated through past initiatives or leadership approaches. The candidate should be able to unite diverse groups towards common objectives, advocating for systemic improvements.
- Exceptional communication abilities, capable of articulately expressing the organization's vision, goals, and achievements to a variety of audiences, thereby galvanizing support and fostering collaboration.

EMPLOYMENT ELIGIBILITY VERIFICATION.

In compliance with federal law, the candidate hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification form (I-9) upon hire

OFFICE AND TRAVEL EXPECTATIONS.

HMHBGA is committed to a flexible and innovative work environment, including a 4-day work week and a hybrid schedule to balance office presence and remote work. However, there is an expectation for the Executive Director to be present in the office regularly to foster team collaboration and organizational culture. In addition to these flexible working arrangements, HMHBGA hosts special events necessitating the Executive Director's participation during occasional evenings and weekends. Given the organization's statewide reach across all 159 counties, the Executive Director is also expected to engage in periodic travel throughout Georgia. This will facilitate productive relationships with key community leaders, funders, and elected officials, ensuring the organization's mission is advanced effectively across diverse communities.

EXPRESS INTEREST.

Hasil Consulting has been engaged to conduct this search and invites you to consider the opportunity or suggest a prospect. Please email your resume or questions to search@hasilconsulting.com. Please send information via email only. We will acknowledge receipt of your credentials by email and review each submission carefully. If we determine a potential match for the position, we will contact you by email to schedule a phone call.

WHAT WE OFFER..

HMHBGA offers full-time employees a robust benefits package, including employer-sponsored (80%) health, dental, and vision plans and a SIMPLE IRA retirement savings plan with employer match. We also offer unique training opportunities, paid holidays, PTO, and telework opportunities for select positions.

Healthy Mothers, Healthy Babies Coalition of Georgia is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

