



Title: National Director, Field Advancement

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Work Location: Arlington, Virginia,

### Description

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

Today, we are an association of close to one thousand local affiliates, state organizations and volunteers who work in communities across the United States to raise awareness and provide support and education that was not previously available to those in need. NAMI advocates for all who are affected by mental illness, both the individuals and the people in their lives. In particular, we do not rest until we remedy injustices and intervene early to prevent needless loss of quality of life. In addition to being advocates, we educate, we listen and we lead as evidenced by our public awareness campaigns, the range of numerous programs we provide and our strong public policy.

We are seeking a mission-focused, seasoned, strategic and process-minded leader to be the new National Director, Field Advancement. Working with, and reporting to, the Chief Operating Officer, the National Director will be instrumental in leading engagement and alignment of our network of organizations. This includes collaboratively developing, scaling and executing plans for increasing capacity and sustainability for NAMI's Affiliate and State organizations. As the facilitative leader of the Field Advancement team, this individual is responsible for working with other National Directors and Corporate Leadership as we move through our next strategic planning process with our NAMI Alliance, helping shape and execute a united vision and focus across the United States. This position will be instrumental in successfully communicating this shared vision with the field and securing their shared ownership of its goals. This position is also uniquely accountable for overseeing the success of multiple field facing projects and oversees the work of two Directors whose work influences the areas of capacity building and field resource development.

### WHAT'S ATTRACTIVE TO THE RIGHT CANDIDATE:

- Mission: NAMI is building a powerful and wider sweeping movement to address the social and structural injustices in the way of care and recovery. Your work here not only affects NAMI but the individuals, families and communities that we support.
- This is an exciting time to join NAMI. Our leadership is working to build a results-driven culture

that is accountable, supportive and fun.

- We offer an excellent compensation package including health, dental, retirement, paid vacation, sick time, holidays and more.

### **STRATEGIC GOALS:**

Over the next few years we anticipate that you will:

- Oversee and execute a strategy for building positive and effective relationships with field leaders and members that builds trust, alignment and impact
- Ensure that messages and initiatives focused on the field are integrated within the organization so we are operating from a united platform, consistently monitoring and measuring our success in strengthening the alliance

### **Required Skills**

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### **ESSENTIAL DUTIES AND RESPONSIBILITIES:**

- Oversees and executes a strategy for building positive and effective relationships with field leaders and members that builds trust, alignment and impact.
- Ensures messages and initiatives focused on the field are integrated within the organization so we are operating from a united platform, consistently monitoring and measuring our success in strengthening the alliance.
- Provides day-to-day leadership for the Field Advancement team, building a strong culture of collaboration and teamwork that relies on open, honest communication with clear lines of accountability. Develops metrics and tools to assess progress against the strategic plan and achievement of the business plan.
- Provides leadership and support within the Department to achieve the Reaffiliation and Standard of Excellence goals within the team.
- Working in partnership with the COO and other staff, introduces, implements and scales new processes. Provides advice and operational support for strategic initiatives and operational planning. Evaluates and recommends organizational structures to best achieve the goals of the organization.
- Develops and oversees a strategy to improve the quality of boards and improved fundraising efforts at the state and local level.
- Develops and oversees a strategy to improve diversity and inclusion in our field leaders, boards, and with partners.
- Uses research, evaluation and outcome analytics to drive decision-making, gauge progress and identify and meet gaps particularly in relationship to growing sustainable field capacity and capability.
- As a member of the Collaborative Operational Leadership Team (COLT), helps define, discuss and

lead operational and strategic decisions at NAMI

- Provides direct consultation with, and technical assistance to, NAMI organizations in the field in a variety of capacity building areas including but not limited to board development, strategic planning, performance measurement, cultural competence, leadership and board development and governance, among others.
- Leads knowledge and skill building training efforts for NAMI organizations in the field.

**MINIMUM QUALIFICATIONS:**

- Exhibits a keen passion for the mission of the organization and demonstrates leadership skills that communicate empathy and compassion for field leaders and their challenges.
- Has worked in a leadership role within the NAMI alliance or a similarly aligned network and possesses a deep understanding of the unique characteristics and challenges of this kind of nonprofit structure.
- Experience developing and scaling training and technical assistance to non-profit boards, leaders and support staff in a variety of capacity building areas including but not limited to board development, strategic planning, performance measurement, cultural competence, leadership and board development and governance, among others.
- 15+ years of progressively responsible experience in leading teams and building sustainable partnerships and relationships across a broad spectrum of members or clients.
- Superior project, people and change management skills.
- Highly skilled in all forms of communication (public speaking, written and oral); expert facilitator and trainer; experience with developing and delivering in a variety of modes.
- Experience in assessing the needs, knowledge, skills and attitudes of multiple audiences and creating and measuring value through metrics; incorporates continuous improvement to drive impact and results.
- Experience integrating cultural competency into all aspects of work.
- Proficient with Microsoft Office Suite; Expertise with Adobe Connect and Salesforce highly desired.
- Bachelor Degree required, Master's Degree preferred in a related field.
- Minimum 8-10 years of supervisory experience building and leading strong, healthy, and distributed teams.
- Demonstrated ability to work closely with stakeholders and partners, including the ability to understand and navigate sensitive relationships and topics.

**DESIRED QUALIFICATION:**

•Behavioral health background This position is based in Arlington, VA.

**Must pass background check.**

**Kind:** Full Time

**Level:** Director

**Apply**

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**How to Apply:**

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