



Executive Director
The Alliance for Addiction and Mental Health Services Maine

The board of directors of the Alliance for Addiction and Mental Health Services, Maine seeks a passionate advocate and a visionary leader to succeed the Alliance's venerable executive director when she retires this spring; and invites new applications for this critical position. The Alliance's mission is to advance treatment and recovery-oriented systems of care for Mainers experiencing mental health and substance use challenges through advocacy, leadership, collaboration, and professional development.

Organizational overview

The Alliance was formed in 2016 with the merging of two legacy organizations established in Maine in the 1970s: The Maine Association of Substance Abuse Programs and the Maine Alliance for Mental Health Services. Today, with 35 member providers, the organization serves as a unified voice for Maine's community behavioral health treatment providers, focused on four strategic priorities:

1. Ensuring a highly competent and valued behavioral health workforce
2. Securing investments in quality behavioral health for Mainers within their home communities
3. Achieving positive change in the public perception of mental health and substance use challenges
4. Maintaining impactful partnerships and collaborations to advance its mission

The work of the Alliance is fivefold, involving (1) advocacy and education with policymakers, decision-shapers, and the public at large; (2) communication within the behavioral health sector and beyond; (3) data collection and analysis; (4) surfacing, monitoring, and responding to emerging issues; and (5) building cross-collaborations. The Alliance is a proud member of the National Council for Mental Wellbeing and works closely with the Maine Department of Health and Human Services and its Office of Behavioral Health, Office of Children and Family Services, and Office of MaineCare Services; as well as Maine's Quality Improvement Council and Substance Use Disorder Services Commission; and other local, state, and national behavioral health entities.

The Alliance is a non-profit 501c(6) membership organization, governed by its membership through its board of directors. More information about the organization, its advocacy work, and member services can be found at <https://thealliancemaine.org/>.

Role and responsibilities

The executive director acts as the chief executive officer of the Alliance and is responsible for the overall management and direction of the organization in accordance with its vision and mission. This individual also leads the Maine Behavioral Health Foundation, the Alliance's subsidiary 501(c)3 entity. The executive director reports to the Alliance's board of directors and serves as an *ex officio* member of the board. This individual oversees all aspects of the Alliance's operations including financial management and planning; resource development; communications; and the management and development of programs, member services, and the organization's small staff. The executive director generally serves as the Alliance's official spokesperson and represents the organization to its members,

governmental bodies, business community, coalition partners, and the public to ensure that policy, funding, and other issues are discussed and finalized with behavioral health in the forefront.

Specifically, the executive director will be responsible for:

1. Governance, strategic focus, and community leadership

- Taking direction from the board of directors and working with the board to ensure robust strategic planning and faithful execution
- Working collaboratively with board members and allies across Maine and nationwide to strengthen the Alliance's capacity to provide resources and support to members
- Providing substantive and timely reports to the board and keeping the board informed about emerging issues

2. Advocacy and lobbying

- Developing and coordinating advocacy and legislative strategy in collaboration with the board, ascertaining priority needs for legislative change each session
- Developing legislation, securing sponsors, and leading lobbying efforts for passage and funding
- Building relationships with state and local government officials and other relevant entities

3. Member services and community impact

- Overseeing the development of impactful capacity-building initiatives, member services, educational projects, and communications and events for behavioral health professionals
- Ensuring program quality and strategic alignment and member satisfaction through regular evaluation and continuous improvement
- Developing and maintaining strong relationships with business partners and endorsed service providers

4. Public relations

- Developing a communication strategy, including media relations, to enhance the Alliance's reputation as a trusted expert on behavioral health issues and the sector's preeminent leader in Maine
- Articulating the organization's positions and recommendations to the media and diverse audiences
- Unifying stakeholders around common concerns; developing relationships with allied associations, organizations, and individuals; coordinating activities; and co-sponsoring events

5. Financial management and resource development

- Overseeing the organization's financial structure to ensure its strength, stability and growth
- Developing an annual budget for board approval in collaboration with the finance committee, monitoring variances, and reporting regularly to the board; overseeing the annual audit; and maintaining capital assets
- Cultivating robust relationships with funders and overseeing the development of grant proposals and reports

6. Human resources and general operations

- Providing staff leadership through the development and implementation of annual operational plans, aligned with the strategic plan
- Effectively managing the Alliance's human resources to support a productive, professional workforce in an environment respectful of personal well-being and cultural diversity, hiring, evaluating, promoting, and

dismissing personnel as necessary; and negotiating and managing contractual engagements and vendor relationships

- Instituting policies and procedures to maximize efficiency and minimize risk, and ensuring legal and regulatory compliance

Position requirements

Leading the Alliance requires a broad set of skills and abilities. The board of directors expects that the successful candidate will be thoroughly committed to the organization's mission and will bring to the position:

- Significant senior management experience and a track record of effectively leading an outcomes-based organization and driving sustainable growth
- Demonstrable knowledge and experience in substance use treatment, mental health or general health services and an understanding of publicly funded, politically charged, federal and state social service environments
- Legislative and governmental advocacy experience at the state and/or federal level and familiarity with laws and regulations applicable to Maine's behavioral health providers
- Unwavering commitment to quality and data-driven project evaluation
- Excellence in organizational management with the ability to mentor staff, delegate, and develop high-performance teams; set and achieve strategic objectives; and manage financial resources
- Past success working with a board of directors in the spirit of trusted collaboration
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders of various cultures
- Exceptional written and verbal communication skills and strong powers of persuasion
- An entrepreneurial, action-oriented sensibility and an innovative approach to business planning
- The ability to facilitate and manage complex discussions and to present with authority, respect, and sensitivity to diverse individuals and groups
- Mental agility, resilience, and the ability to inspire innovation and to manage change effectively
- Passion, positivity, integrity, and humility

Established relationships with leaders within state and local government in Maine, with knowledge of both elected and appointed leadership positions and processes, would be highly advantageous, along with leadership experience in a membership organization.

This position is full-time and exempt with variable hours largely conforming to Maine's legislative calendar.

Compensation

The executive director will earn a competitive salary of \$100,000-115,000 commensurate with experience and a competitive benefits package, including health insurance. Reporting directly to the board, the successful candidate can expect a formal review after the initial six months, as well as an annual review thereafter.

Nondiscrimination

The Alliance for Addiction and Mental Health Services, Maine does not discriminate against any person on the basis of race, national origin, ancestry, public assistance, ethnic background, religion, marital status, economic

class, age, disability, sex, creed, veteran status, sexual orientation, gender identity/expression and any other legally protected characteristic. The organization complies with all applicable national, state, and local laws pertaining to nondiscrimination and equal opportunity.

To apply

Interested candidates should send a cover letter and resume to Starboard Leadership Consulting at the following address: search3@starboardleadership.com. Applications without a cover letter will be considered incomplete.

Paper copies may be sent to Jessica Weiner, Starboard Leadership Consulting, 84 Harlow St., Bangor, ME 04401, but electronic submissions of material are preferred. No phone inquiries, please. The application deadline is March 15, 2024, and review of all submissions will begin soon thereafter.