



## Texas Health Action

Chief Executive Officer

Texas Health Action is a non-profit organization based in Austin, Texas that promotes sexual health and wellness by empowering the entire community through education, healthcare and advocacy.

[texashealthaction.org](http://texashealthaction.org)

# Our Organization

Texas Health Action (THA) is dedicated to the elimination of HIV by empowering the community through education, healthcare and advocacy. The organization was founded in 2015 by a group of individuals in Austin, Texas who came together to improve access to the HIV prevention drug commonly known as PrEP or PEP. Within six weeks of their initial meeting, the first clinic was open and seeing patients. Appointments booked quickly, they expanded their hours, and soon THA was seeing a steady 12% increase in clients each month. Now, just two years after it was first founded, the organization has 20 full-time equivalent employees, a dedicated volunteer force, and the opportunity to scale operations beyond Austin.



# The Opportunity

Texas Health Action has been piloting the clinic model in Austin and is ready to scale and build a statewide program. The new CEO will have a unique opportunity to lead the dynamic transformation from a local to statewide organization. Our business model is pioneering and entrepreneurial, but also well funded, metrics-driven, highly scalable and effective. The CEO will work closely with the board to implement a bold vision to eliminate HIV in Texas. We need a hands-on leader and creative thinker to make this happen.



## Essential Qualifications

- Experience leading accelerated growth, mergers and acquisitions, and driving organizational success in various markets
- Deep commitment to elimination of HIV and promotion of sexual health
- Successful record of technical innovation and process improvement
- Proven ability to execute data-informed decision making
- Strong emotional intelligence and knack for aligning diverse cultures and perspectives

## Preferred Qualifications

- Healthcare management experience
- MBA or other advanced degree with management and strategy expertise
- Executive Director, CEO or senior management leadership experience with \$10+ million P&L responsibility
- Strategic political awareness

# Job Role and Responsibilities

## Strategist

- Facilitate links between organizational goals, planning, outcomes and measurement
- Execute and manage towards benchmarks and metrics
- Refine clinic model and implement clinic expansion across Texas
- Champion data-informed experimentation and decision making

## Leader

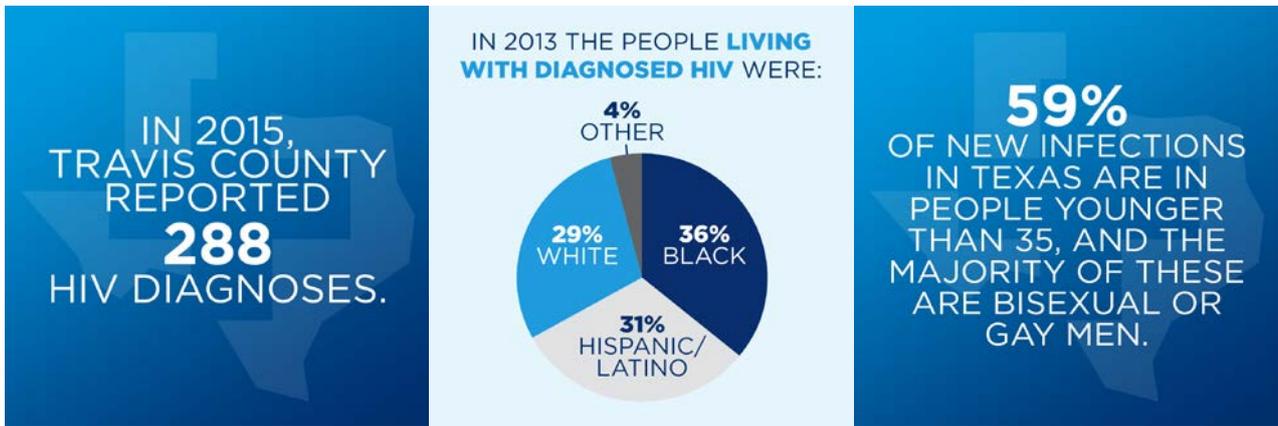
- Passionately pursue the mission through servant leadership
- Drive excellence, diversity, teamwork, and accountability every day and at every level
- Practice leadership and dissent as a habit
- Build and develop talented, knowledgeable and devoted staff (including new hiring senior leadership positions)
- Partner with the board of directors to fulfill the mission and vision

## Visionary

- Be able to jump from A to Z smoothly as needs and opportunities arise
- Navigate organizational strengths and weaknesses to build operations and increase reach
- Operationalize a powerful, aligned organizational strategy

## Communicator

- Cultivate a community of supporters and stakeholders
- Serve as primary ambassador of organizational vision, using adapted modes of communication to express challenges, successes and strategies
- Drive relationships with organizations that promote individual and community progress



*Texas HIV Surveillance Report*  
Texas Department of State Health Services

## Austin and the AIDS/HIV Landscape

According to the Center of Disease Control and Prevention, Texas had almost 4,500 new diagnoses of HIV in 2015 – the third highest in the country. A recent report from the Kaiser Family Foundation found nearly 78,000 people in the state were living with an HIV diagnosis. Many more go undiagnosed or unreported. Austin, as the fourth largest city in the state, is at the center of these statistics. Austin-Travis County alone had 5,639 people living with diagnosed HIV in 2015.

With its long history of awareness and activism and at the center of the state’s government, Austin has made strides towards eradicating HIV and AIDS. But we’re only at the beginning. In addition, outlying communities are often underserved, despite witnessing widespread illness. With its start-up mentality and entrepreneurial spirit, Austin is primed to lead the way for the entire state. With potential partners like the University of Texas at Austin’s new Dell Medical School, AIDS Services of Austin, and other local nonprofits and social enterprises, Texas Health Action has the opportunity to bring cohesion, unity and innovation to this long-standing issue.

## How to Apply

We invite qualified candidates to apply by sending a single PDF with the following materials to [THAsearch@nonprofitelements.com](mailto:THAsearch@nonprofitelements.com) with “THA CEO” in the subject line. The deadline for applications is October 2, 2017.

- A compelling cover letter that describes your fit for the position and your commitment to our mission
- A current resume that highlights relevant experience
- Your salary expectations or a three-year salary history



Texas Health Action is an equal opportunity employer, committed to a diverse and empowering work environment. THA celebrates diversity and will never discriminate on the basis of age, race, creed, gender, religion, marital status, veteran’s status, national origin, disability, political affiliation or sexual orientation.



## Executive Search Powered by **Nonprofit Elements**

Nonprofit Elements is a consulting group providing high-quality and versatile solutions to Austin-area nonprofits. Our offerings cover a broad spectrum of nonprofit management and operations, including strategic planning, organizational dynamics, board development, leadership transitions and more.

[nonprofitelements.com](http://nonprofitelements.com)