

EXECUTIVE SEARCH



Chief Executive Officer

SEARCH CONDUCTED BY

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a s s o c i a t e s

The Opportunity

Women As One ([WAO](#)) seeks a dynamic and visionary Chief Executive Officer (CEO) who can chart the organization's future through innovative programs, services, and revenue generation. The ideal candidate will have a proven track record of success in leading associations or non-profit organizations and serving as the face of an organization. The CEO is responsible to the WAO Board of Directors and for effective management of the organization according to its mission and bylaws. This position is fully remote within the continental United States.

About WAO

WAO is a 501(c)3 nonprofit organization focused on promoting talent in medicine by providing unique professional opportunities to women cardiologists. Women represent approximately 20% of cardiologists globally and hold less than 10% of leadership positions in the field. Despite their vital role, women in cardiology face significant systemic challenges, leading to higher rates of burnout and attrition. Increasing the representation of women in cardiology has demonstrated potential to enhance outcomes in cardiovascular disease. Empowering women cardiologists is key to accelerating this progress, transforming the landscape of the cardiovascular workforce, and ultimately revolutionizing the future of healthcare.

The CEO Role

Responsibilities include charting future-forward goals and objectives through innovative programs, services, and communications. The CEO will also serve as the “face” of the organization, leading business development, new revenue stream conceptualization and feasibility planning. Working with the Chief Operating Officer, the CEO will hire and manage qualified personnel to carry out operational strategies and drive program and revenue growth in alignment with the organization's overarching goals and objectives.

Essential Duties and Responsibilities

Leadership/Governance

- Serve as the lead staff liaison to the WAO Board of Directors, responsible for guiding the overarching strategic direction, fiscal stewardship, and regulatory compliance of the organization.
- Provide regular updates to the Board of Directors regarding operations and performance.
- Work with the Board of Directors and COO to develop and implement the strategic plan.
- Conduct regular assessments of WAO's performance and adjust the strategic plan as needed.
- Identify opportunities for growth and expansion by generating new mission-aligned revenue

stream concepts based on market research and ongoing operational evaluation.

Communications & Advocacy

- Serve as a representative of the organization in public settings, including consistent presence at relevant scientific conferences, webinars, and business development events.
- Serves as a subject matter expert on gender disparities in cardiovascular care and research, ensuring organizational messaging is clear and consistent with pre-determined goals and metrics.
- Develop and maintain relationships with societies, organizations and industry partners to secure coverage and promote the activities of WAO.
- Generate regular communications for WAO through personal digital channels in line with the organization's mission and thought leadership strategy.
- Maximize WAO community engagement, participating in direct and indirect opportunities to reach community members both individually and collectively during live and virtual contact points.

Fundraising & Development

- Develop and lead the implementation of a comprehensive fundraising and development strategy that aligns with WAO's mission and goals, with a focus on securing major donations/grants across government, philanthropic, and industry sources.
- Identify and cultivate relationships/partnerships with industry, foundations, and other potential funding sources, working closely with the Board of Directors and other stakeholders to engage donors and secure major donations.
- Develop and implement plans to maintain strong relationships with funding partners and secure ongoing support, including regular communication, recognition, and engagement opportunities.

Contribute to Member and Organizational Success

- Inform WAO annual and ongoing program portfolio, in line with board, committee, staff and sponsor input, ensuring that programs are executed with excellence and create the most impact for WAO's mission.
- Evaluate program outcomes on an ongoing basis, using data and feedback from stakeholders to adjust offerings.
- Identify opportunities for growth and innovation keeping WAO relevant and ahead of the curve.

Management/Administration

- Work directly with the COO to assure the financial solvency of WAO, determining strategic hiring decisions, programmatic growth opportunities and key performance indicators, ensuring that the organization is financially sound and operating with financial prudence for long-term sustainability.

Required Skills, Experience, and Desired Qualifications

- Proven leader with 10+ years of experience in an experience in a nonprofit professional or trade organization that includes management of multiple, simultaneous projects; budgeting; contract negotiation and management; oversight of publications development and production; business development and planning; working with volunteer leaders.
- Minimum of 10 years supervisory experience with ability to effectively drive execution and foster innovation.
- Bachelor's degree in management, education, communications, health care or related field or equivalent related experience. Advanced degree in business, public health, or healthcare administration highly preferred.
- Experience in the healthcare field is highly desirable.
- Demonstrated experience developing and implementing educational, technological, and digital strategies aligned with organizational mission.
- Demonstrated organizational management skills handling multiple projects and shifting priorities.
- Demonstrated excellent written and verbal communication skills; ability to write and edit copy with precision and persuasion.
- Demonstrated business and financial acumen, including broad understanding of financial management principles, fiscal responsibility, cost-benefit thinking, and allocation of resources against organizational goals.
- Highly proficient in Microsoft Office Suite, Google Suite, and ability to learn and utilize new technology platforms.

Personal Qualities and Competencies

- Candidates from historically underrepresented and marginalized communities are encouraged to apply.
- Strong communication skills, both verbal and written. Public speaking experience highly preferred.
- Ability to anticipate, identify, analyze, and capitalize on growth opportunities.
- Highly motivated, organized, proactive, problem solver with strong attention to detail.
- Strong analytical and critical thinking skills.
- Ability to travel regularly (up to monthly).

Compensation

A competitive compensation package will be offered to attract an outstanding candidate.

To Apply

To apply, please send a cover letter and current resume (Microsoft Word® format preferred) [here](#). The cover letter should outline how your experience fits the requirements of the position as this will be an important factor in considering your candidacy.

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Additional Information

For more information, contact:

Sterling Martin Associates
1025 Connecticut Avenue NW
Suite 1000
Washington, DC 20036

David S. Martin, Managing Partner
dmartin@smartinsearch.com
202-257-1627

Jessica Powell, Vice President
jpowell@smartinsearch.com
202-869-3000

Karen Lombardo, Vice President
klombardo@smartinsearch.com
540-751-9612