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Anxiety & Depression
Association of America
Triumphing Through Science, Treatment, and Education

EXECUTIVE DIRECTOR

The Opportunity

The Anxiety and Depression Association of America ([ADAA](#)) seeks a strategic, collaborative, and mission-driven Executive Director to lead the organization. As ADAA's chief executive officer, the Executive Director will guide the organization's strategy, operations, financial sustainability, and external presence.

With a new three-year strategic plan recently completed by the Board of Directors (Board), the incoming Executive Director will have a strong foundation from which to shape ADAA's next chapter of growth and impact. Working closely with the Board, staff, consultants, members, and partners, the Executive Director will strengthen programs, expand visibility and partnerships, grow and engage the professional membership community, oversee fundraising efforts, and ensure operational and financial excellence.

The ideal candidate will bring strong nonprofit leadership experience, sound strategic judgment, exceptional communication skills, and a deep commitment to promoting mental health research and treatment, evidence-based practice, and public impact.

This position is remote within the United States.

About ADAA

Founded in 1979, ADAA is an international nonprofit organization working to improve the lives of people affected by anxiety, depression, obsessive-compulsive, and trauma-related disorders. Through education, clinical practice, and research, ADAA advances prevention and evidence-based clinical prevention, treatment, and care while helping professionals and the public better understand these conditions.

ADAA brings together a highly engaged interdisciplinary community of around 1,500 mental health professionals, including researchers, psychologists, psychiatrists, social workers, therapists, student, and other clinicians. As both a professional membership organization and a trusted public resource, ADAA plays a distinctive role in the mental health field: fostering peer-to-peer learning among experts while providing accessible, scientifically grounded information to the broader public.

ADAA envisions a future in which everyone affected by anxiety, depression, and related disorders has access to the support, knowledge, and care they need to live healthier and more fulfilling lives. ADAA operates with an annual budget of approximately \$2.4M and is currently supported by two full-time staff and a team of expert consultants.

For more information about ADAA, please see their 2025 [impact report](#).

The Executive Director Role

Essential Duties and Responsibilities

Leadership/Governance

- Implement the strategic priorities established in partnership with the Board.
- Be innovative and proactive: think outside the box. Identify emerging trends, opportunities, and challenges within the mental health field.
- Advance ADAA's mission, visibility, and organizational impact through innovative initiatives and partnerships.
- Serve as a strategic advisor to the Board regarding organizational priorities and performance.
- Foster collaboration across programs, partnerships, and professional communities.
- Partner closely with the Board to support strong governance and strategic alignment.
- Provide regular updates to the Board regarding organizational performance, finances, and strategic progress.
- Support Board engagement, committee activities, recruitment, and leadership development.
- Assist with long-range planning and organizational growth initiatives.

External Relations

- Serve as the primary spokesperson and ambassador for ADAA.
- Build relationships with mental health professionals, researchers, healthcare organizations, policymakers, media, donors, industry sponsors, and partner organizations.
- Represent ADAA at conferences, public forums, media engagements, and industry events.
- Advance awareness and education related to anxiety, depression, OCD, PTSD, and related disorders.

Contribute to Member and Organizational Success

- Ensure programs and initiatives align with ADAA's mission and strategic priorities.
- Monitor organizational outcomes and evaluate program effectiveness.
- Support innovation in education, scientific dissemination, research collaboration, and professional training.
- Strengthen ADAA's impact across both public and professional audiences.
- Oversee the planning, production, and promotion of ADAA events, including the annual conference.

Management/Administration

- Oversee the day-to-day operations of the organization.
- Recruit, supervise, mentor, and support staff and consultants.
- Build and maintain a collaborative, mission-driven organizational culture.

- Ensure effective operational systems, policies, and processes.
- Promote diversity, equity, inclusion, accessibility, and ethical practices throughout the organization.
- Develop and oversee the annual operating budget.
- Ensure sound financial stewardship and long-term sustainability, seeking opportunities for growth.
- Work closely with finance staff, external partners, and the Board to maintain compliance and transparency.
- Oversee audits, financial reporting, and regulatory filings.
- Support long-range financial planning and revenue diversification.

Required Skills, Experience, and Desired Qualifications

- Proven leader with 10+ years of experience in an Executive Director, COO or senior-level position and at least 5 years of organizational leadership within an organization of comparable complexity, preferably a nonprofit, healthcare, mental health, membership association, or mission-driven organization.
- Advanced degree in mental health, public health, nonprofit management, healthcare administration, business administration, or a related field preferred.
- Demonstrated success in fundraising, partnership development, organizational leadership, and strategic growth.
- Strong financial management, budgeting, and strategic planning skills.
- Excellent communication, public speaking, relationship-building, and stakeholder engagement abilities.
- Experience working with a Board of Directors and supporting collaborative governance processes.
- Commitment to advancing mental health awareness, evidence-based clinical care, research, and access to treatment.

Personal Qualities and Competencies

- Ability to work effectively with diverse stakeholders, including members, donors, committees, and Board leadership.
- Visionary and strategic leadership.
- Fundraising and partnership development.
- Relationship building and stakeholder engagement.
- Financial stewardship and operational management.
- Team leadership and organizational development.
- Integrity, transparency, and ethical leadership.
- Effective communication.

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. Candidates from historically underrepresented and marginalized communities are encouraged to apply.

Sterling Martin Associates is committed to providing equal opportunity for employees and applicants in all aspects of the employment relationship, without regard to race, religion, color, age, gender (including pregnancy, childbirth, or related medical conditions), marital status, parental status, sexual orientation, gender identity, gender expression, ancestry, national origin, citizenship, political affiliation, status as a protected veteran, status as an individual with a disability, or other applicable legally protected characteristics. All employment is decided on the basis of qualifications, merit, and business need.

Additional Information

For more information, contact:

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