



Autism Speaks
Chief Growth Officer
Washington, DC

DRi Waterstone
HUMAN CAPITAL

DRiWaterstone HC
3033 Wilson Blvd., Suite E-537, Arlington, VA 22201
703-294-6684
www.DRiWaterstoneHC.com



We are proud of the accomplishments
we've made together.

 Aided over 24.1M people through services and supports	 Championed \$3.9B in federal funding for autism since 2007	 Funded research to lower the age of diagnosis, driving earlier screening and interventions
--	---	---

But there is still so much work to be done.
Will you help?

About Us

Autism Speaks is dedicated to promoting solutions, across the spectrum and throughout the life span, for the needs of individuals with autism and their families. Autism Speaks does this through advocacy and support; increasing understanding and acceptance of people with autism and advancing research into causes and better interventions for autism spectrum disorder and related conditions.

Through partnerships and collaboration, Autism Speaks is committed to:

- Increasing global understanding & acceptance of people with autism
- Being a catalyst for life-enhancing research breakthroughs
- Increasing early childhood screening & timely interventions
- Improving the transition to adulthood
- Ensuring access to reliable information & services throughout the life span

Autism Speaks is working to achieve a world where all people with autism, across the spectrum and throughout the lifespan, can reach their full potential - inclusive of all abilities, ages, races, ethnicities, gender identities, sexual orientations, socioeconomic status, and belief systems.

Potential is unique to each individual and Autism Speaks strives to serve everyone with autism and their families by improving the representation of this diverse community in Autism Speaks' content, expanding the reach of resources and increasing inclusive practices in the workplace.

Deeply ingrained in the Autism Speaks mission is a commitment to creating a more equitable and accessible world for those whom Autism Speaks serves. By enhancing Autism Speaks' solutions, embracing culture and elevating diversity inside and outside of the organization, Autism Speaks guides individuals and families to more relevant resources that can help them overcome obstacles they may encounter and reach their full potential. This work will address biases and disparities that create obstacles, champion equity-focused innovations and further advance the lives of people on the spectrum.



Next 10 Vision

Autism Speaks was founded in February 2005 by Bob and Suzanne Wright, grandparents of a child with autism. Recognizing the need for a powerful voice, Bernie Marcus donated \$25 million to help financially launch the organization.

Building upon the legacy of three leading autism organizations, Autism Coalition for Research and Education (ACRE), the National Alliance for Autism Research (NAAR) and Cure Autism Now (CAN), who merged with the organization, Autism Speaks has made extraordinary advancements in the autism community.

Chief among these advancements are increased global awareness of autism, better understanding of the breadth of the autism spectrum, and advocacy to increase research and access to care and support.

Today, Autism Speaks is dedicated to advancing research into causes and better treatments for autism spectrum disorders and related conditions both through direct funding and collaboration.

To accomplish this, Autism Speaks will relentlessly pursue strategies that make significant progress toward the following outcomes over the next 10 years:

- A better understanding of the causes and typology of ASD
- Children with an autism spectrum disorder being diagnosed before the age of 2
- Children having access to appropriate intervention, services and resources immediately following diagnosis
- The availability of better treatments both for underlying pathology as well as co-existing conditions that decrease quality of life for those with autism
- People with ASD and their families have transition plans that result in more independent adult life that is meaningful to the individual
- Individuals with ASD will have effective interventions, services and supports throughout their lifetime



The Opportunity

Reporting to the President and CEO, the **Chief Growth Officer (CGO)** plays a lead role in helping Autism Speaks achieve its mission and revenue objectives. This critical position serves as a strategic thinker and a collaborative member of the senior leadership team.

The CGO will be tasked with growing the organization's revenue annually with the goal of assisting Autism Speaks in attaining its multi-year, goal of \$100 million in total revenue. The CGO will open doors and cultivate current relationships to secure new funding sources from corporate and program partners as well as private donors. In addition to the core CGO responsibilities, the incumbent will lead the field development, corporate initiatives, and individual and foundation relations teams toward significant growth year over year through strategic fundraising leadership, donor cultivation and effective management.

The CGO will oversee the creation and implementation of Autism Speaks' revenue plan, including the growth of synergies within the revenue teams and mission areas (Science, Advocacy, Services and Supports) to leverage opportunities to drive ongoing growth and sustainability, as well as further its mission and expand impact.

Specific responsibilities include:

- ❖ Work directly and closely with the CEO, Board of Directors, and senior staff to pursue and respond to external opportunities aligned with the mission and strategic plan with the goal of building multi-year relationships to ensure strong retention, increased support, and referrals of new opportunities.
- ❖ Champion the values of the organization, including DEAI strategies and programing; and embraces Autism Speaks' positive, collaborative, and transparent culture.
- ❖ Strategize, develop, and execute an integrated multi-year, multi-source strategic revenue plan for the organization with a focus on revenue expansion based in metrics and data to finance the growth needed to achieve Autism Speaks' goals outlined in the strategic plan.
- ❖ Enhance communication and maintain strong working relationships with current donors.



The Opportunity (Continued)

- ❖ Develop strong working relationships with Board Members.
- ❖ Create and implement a stewardship and development plan for the Board of Directors to create a culture of philanthropy in the Board room.
- ❖ In partnership with the CEO and COO, support the cultivation of new Board members.
- ❖ Effectively develop and establish working relationships with a diverse set of stakeholders internally and externally to support coordinated approaches to achieve mission priorities.
- ❖ Lead and execute implementation of cutting-edge fundraising strategies and revenue channels.
- ❖ Oversight of fundraising functions including, Corporate Initiatives, Peer-to Peer fundraising, Nationwide Special Events, Individual and Foundation Relations teams and government grants.
- ❖ Lead, mentor and inspire a team of 50+ and foster a positive and collaborative culture that attracts and retains top talent in a manner which promotes professional development and career enhancement while meeting and exceeding revenue and organizational goals.
- ❖ Ensure effective internal communications and collaboration across teams to optimize productivity and further goals of the of team and the organization.





The Candidate

Specific Qualifications:

- ❖ 15 years of relevant experience driving and implementing exponential growth year over year; at least five years should be in a leadership role.
- ❖ Proven success managing collaborative cross-functional matrix teams of 10 staff or more.
- ❖ Experience writing and implementing a business strategy that resulted in sustained revenue growth year over year.
- ❖ Leadership experience within a complex mission-driven or nonprofit organization.
- ❖ Deeply compassionate listener who seeks and sees engagement with our community as a core responsibility and a major source of success.
- ❖ Strategic mindset around growth and scaling opportunities, and ability to prioritize.
- ❖ Exceptional emotional intelligence and interpersonal skills, able to engage people at all levels of an organization and external stakeholders/partners.
- ❖ Goal setter who sees accountability as an asset.
- ❖ Outstanding level of integrity and trust.
- ❖ Proven change management skills to facilitate and drive innovation and collaboration with internal stakeholders.
- ❖ Strong interpersonal and management capabilities that inspire followership.
- ❖ Value for data-driven decision-making and innovative fundraising trends.



Applications can be submitted at:
<https://waterstonehc.com/driwaterstonehc/position/autism-speaks-cgo/>

DRiWaterstoneHC is managing the search on behalf of Autism Speaks. All first-round interviews for this position will be via video conference with DRiWaterstoneHC.

DRiWaterstone is a women founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on mission and purpose-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

Equal Employment Opportunity

Federal and state law, as well as Autism Speaks' policy, provide for equal employment opportunity without regard to race, creed, color, religion, national origin, age, sex, disability, marital status, sexual orientation, or veteran's status.