



Executive Director Search

Community Service Programs of West Alabama, Inc. (CSP) is seeking a dynamic, visionary, and people-centered Executive Director to lead the agency into its next chapter of community impact, organizational growth, and cultural transformation.

About the Organization:

CSP is a nonprofit community action agency founded under the Economic Opportunity Act of 1964.

CSP is dedicated to improving the quality of life for low-income and vulnerable populations across a 10-county region, including Bibb, Choctaw, Dallas, Fayette, Greene, Hale, Lamar, Perry, Sumter, and Tuscaloosa counties.

Through partnerships with public and private funders, CSP delivers high-impact programs and resources that meet immediate needs while promoting long-term self-sufficiency.



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Position Overview:

Reporting to the Board of Directors, the Executive Director serves as the Chief Executive Officer of CSP and is responsible for the overall leadership, strategic direction, and operational oversight of the agency.

The Executive Director champions the agency's mission, advocates for the needs of low-income communities, and ensures excellence in program delivery, financial stewardship, staff engagement, and community collaboration.

The successful candidate will be a mission-driven, outcomes-oriented leader with a deep understanding of community action, public policy, and nonprofit administration.

They will bring exceptional communication, relationship-building, and organizational development skills, along with a demonstrated commitment to transparency, equity, and continuous improvement.



Key Responsibilities:

- Provide visionary and collaborative leadership to a diverse and high-performing senior team.
- Promote a culture of mutual respect, recognition, and accountability across the agency.
- Partner with the Board to ensure transparent and effective governance.
- Guide strategic planning, implementation, and evaluation of all programs and operations.
- Champion the needs of low-income and underserved populations.
- Cultivate authentic partnerships with elected officials, community leaders, agencies, and funders.
- Ensure financial integrity and compliance across all funding sources.
- Lead resource development, including grant writing and fundraising initiatives.
- Prioritize staff development, morale, and well-being through visibility, open communication, and professional growth opportunities.
- Advocate for technology modernization and streamlined digital workflows.
- Serve as the public face of CSP, representing the agency with professionalism and pride.
- Hire, supervise, and develop a committed and mission-aligned team.

Ideal Candidate Profile

- Proven executive leadership in a nonprofit, public agency, or mission-driven organization of similar size and complexity.
- Deep knowledge of community action, human services, and poverty-focused programs.
- Demonstrated success in strategic planning, fiscal management, and team leadership.
- Technologically literate and committed to process modernization and innovation.
- Approachable, visible, and trusted by staff at all levels.
- Commitment to equity, inclusion, and culturally responsive leadership.
- Experience with fundraising, advocacy, and public engagement.

Minimum Qualifications:

Bachelor's degree in Organizational Leadership, Public or Business Administration, Social Work, or a related field.

Minimum of 5–7 years of executive leadership experience.

Valid driver's license, ability to travel regularly, and meet federal/state clearance requirements.

Preferred Qualifications

Master's degree in a related field.

Prior experience in Community Action or community development.

CCAP (Certified Community Action Professional) and ROMA certification.

Key Competencies

- Visionary thinking and decisiveness
- Staff development and team cohesion
- Strategic planning and data-informed leadership
- Financial acumen and grant compliance
- Technological proficiency and innovation
- Ethical judgment, fairness, and confidentiality
- Public speaking, relationship-building, and advocacy



Compensation and Benefits:

The salary is competitive and commensurate with experience within the range of \$150,000 - \$160,000.

A comprehensive benefits package is included and will be discussed during the selection process.



To Express Your Interest:

Tate & Associates Strategic Consulting will lead the Executive Director search.

Interested candidates are invited to send a cover letter and resume by email to Dr. Melva Tate, Search Consultant, at jobs@tateassociatesllc.com with “**CSP-WA/ED**” in the subject line before August 24, 2025.

Please adhere to the submission process to ensure consideration. No direct emails or phone calls to Community Service Programs of West Alabama.

Thank you for interest and understanding.



Tate & Associates
Strategic Consulting