



Chief Executive Officer (CEO)
Treatment Advocacy Center
Alexandria, Virginia

EXECUTIVE SUMMARY

Treatment Advocacy Center (TAC) seeks a CEO to lead the organization at a pivotal moment in its history. For more than two decades, TAC has been a leading national voice on behalf of individuals living with serious mental illness (SMI) with psychosis. Through research, public education, advocacy, technical assistance, and its longstanding leadership on assisted outpatient treatment (AOT), the organization has helped shape nationwide conversations about treatment access and systems of care.

Following the recent development of a clear strategic vision, TAC has entered a new phase of its evolution. While the organization remains deeply committed to the work that has defined it since its founding, it has made a deliberate decision to broaden its approach to advancing its mission.

TAC is increasingly focused on leveraging its unparalleled expertise to create strategic systems change that will improve the lives of people with SMI and their families. It aims to do so by championing legislation and public policies that expand access to high-quality treatment, calling out those that get in the way, and using strategic litigation to hold parts of the failed system accountable.

The next leader will lead the realization of that vision.

This CEO will play a critical role in translating this vision into meaningful results. The new leader will build the partnerships, organizational capacity, and philanthropic support needed to advance TAC's evolving strategy while strengthening the organization's influence on the policies, systems, and public understanding that shape treatment access and care.

ABOUT TREATMENT ADVOCACY CENTER

TAC is a national nonprofit organization dedicated to eliminating barriers to treatment of serious mental illness (SMI) with psychosis. Founded in 1998 by psychiatrist and researcher Dr. E. Fuller Torrey, the organization emerged from a concern that people living with SMI were too often falling through the cracks of a fragmented and under-resourced system of care.

TAC exists to close the gap between what is possible in treatment and what people with SMI currently experience. Too many people living with schizophrenia, bipolar disorder with psychosis, and related illnesses experience preventable suffering, including repeated crises, homelessness, incarceration, victimization, suicide, and untreated symptoms. The challenge is not the absence of effective treatments; it is the persistent failure of systems to make those treatments accessible when and where they are needed. TAC's work is shaped by the experiences of those living with SMI, as well as the families and caregivers whose lives are profoundly affected by these challenges.

While many organizations work across a broad spectrum of mental health issues, TAC has remained laser focused on improving treatment access and outcomes for individuals living with the most serious psychiatric illnesses. That clarity of mission has distinguished the organization within the broader mental health field and continues to guide its work today.

The organization is perhaps best known for its longstanding leadership and advocacy work related to Assisted Outpatient Treatment (AOT), a civil court-ordered process in which a judge requires adults with SMI to participate in community-based mental health treatment, often as a less restrictive alternative to inpatient commitment. Beyond AOT, TAC has become a trusted resource through its research, public education, advocacy, technical assistance, and support for individuals, families, practitioners, and policymakers seeking to improve treatment access and outcomes.

Over the years, TAC has maintained an independent, nonpartisan voice and a willingness to engage directly with difficult questions related to treatment access and systems accountability.

STRATEGIC DIRECTION AND THE FUTURE

TAC has reached an important moment in its development. While the organization remains deeply committed to the work that has defined it since its founding, it has made a deliberate decision to sharpen its approach to creating change and advancing its mission.

TAC has concluded that improving treatment access requires not only addressing barriers to care directly, but also shaping the broader systems, policies, and public understanding that influence how care is delivered. As a result, TAC has identified three interconnected levers for creating change: legislation, litigation, and strategic communications. The strategic direction is clear; determining how these approaches are prioritized, integrated, and translated into meaningful impact will be a central responsibility of the next CEO.

To support this next phase of work, TAC has initiated a thoughtful transition and planning process designed to position the organization for its next phase of growth and impact. While this work is underway, significant opportunities exist for the next CEO to shape priorities, build momentum, and help translate this vision into meaningful results.

Working closely with policymakers, advocacy organizations, funders, legal partners, healthcare leaders, and other stakeholders, the next leader will help expand TAC's influence and ensure the organization remains a leading voice on behalf of individuals living with SMI.

Success will require a leader who can translate strategy into action: advancing initiatives that produce meaningful and measurable change, generating resources, building effective partnerships, and strengthening organizational capacity. The next CEO will have the opportunity to build on TAC's strong foundation and longstanding credibility while helping shape a future of even greater influence, reach, and impact.

FINANCIAL OVERVIEW

For FY2027, which runs from January 1 through December 31, 2027, TAC anticipates a total operating budget of approximately \$2 million and is supported primarily through philanthropy. The organization benefits from a committed base of supporters, including long-standing funding partners and reliable contributions from Board members, and is well-positioned to build and expand its philanthropic relationships as it advances its next chapter of work.

Like many mission-driven organizations, TAC has ambitious goals that exceed its current resources. As the organization expands its approach and seeks to increase its impact, strengthening and diversifying philanthropic support will be essential. TAC recognizes that achieving this vision will require disciplined prioritization, careful stewardship of resources, and sustained investment in fundraising and organizational capacity.

GOVERNANCE AND STAFF LEADERSHIP

TAC is governed by a Board of Directors of up to 15 members. The Board currently consists of 14 directors and is chaired by Ann Hollingsworth. The Board brings together individuals with a broad range of perspectives and experiences, including family members of individuals living with SMI, philanthropists, business leaders, advocates, clinicians, and others deeply committed to improving treatment access and outcomes. Board members are actively engaged in shaping TAC's future direction and are eager to support the next leader as the organization works to amplify its impact.

The organization employs approximately 14 staff and is currently led by an internal Interim Executive Director who is guiding TAC through this leadership transition. Today, TAC operates with a largely remote workforce and maintains office space in Alexandria, Virginia. The staff is deeply committed to the organization's mission and brings a blend of subject-matter expertise, lived experience, advocacy experience, and operational leadership.

KEY OPPORTUNITIES AND CHALLENGES FOR THE CEO

Reporting to the Board of Directors, the CEO will have the opportunity to help shape TAC's next chapter by translating the organization's ambitions into a directive and achievable path forward. This leader will serve as a prominent voice in national conversations about SMI while ensuring that TAC has the resources, organizational strength, and discipline needed to maximize its effectiveness.

More specifically, this leader will:

Strategic Leadership and Organizational Direction

Partner with the Board to shape TAC's future direction and determine how emerging opportunities should be prioritized, sequenced, and resourced. Translate strategic objectives into a clear course of action, aligning priorities, resources, and organizational capacity to maximize TAC's impact and influence.

Public Leadership and Influence

Serve as a highly visible and credible voice for TAC, elevating public understanding of SMI and strengthening the organization's presence in national conversations about treatment access and systems reform. Represent TAC with policymakers, funders, advocates, media, and other influential stakeholders, by articulating complex issues and helping expand the organization's reach and strengthen its role as a trusted authority on issues affecting individuals living with SMI and their families.

Resource Development and Fundraising

Generate the resources necessary to support TAC's evolving strategy and long-term ambitions. Strengthen and diversify philanthropic support, cultivate relationships with institutional funders, individual donors, and philanthropic partners, and articulate a compelling case for investment in TAC's work. Ensure that TAC has the financial resources necessary to expand its impact, advance its priorities, and achieve its goals.

Organizational Development and Capacity Building

Build the organizational capacity needed to support TAC's evolving strategy and long-term ambitions. Strengthen internal systems and operations, and align talent, partnerships, and infrastructure to support sustainable growth and impact.

Team and Culture Leadership

Lead and support a deeply mission-driven team through a period of organizational evolution. Strengthen organizational effectiveness, foster a culture of collaboration, transparency, accountability, and build alignment across the Board, staff, and other key stakeholders around priorities and goals.

QUALIFICATIONS AND CHARACTERISTICS

Strong candidates may come from leadership roles in advocacy organizations, government, behavioral health or human services systems, legal and policy organizations, or other mission-driven institutions operating at the intersection of policy and systems change.

Successful candidates are likely to bring:

- Strong organizational leadership skills, including organizational design, capacity building, team leadership, and talent development, and experience working effectively with governing boards;
- Experience leading organizations through periods of change and growth, including setting priorities, building organizational alignment, and managing competing demands and opportunities;
- Credibility and effectiveness as a public-facing leader with funders, policymakers, advocates, families, media, and other key constituencies;
- A track record of fundraising, donor cultivation, and securing the resources needed to advance organizational priorities;
- Experience operating at a national, federal, or multi-state level and navigating complex policy, stakeholder, and systems change environments;
- The ability to move fluidly between strategy and execution, translating ambitious ideas into practical and sustainable action.

Personal Characteristics

- Deep commitment to improving outcomes for individuals living with serious mental illness;
- The instincts of a builder, strategist, and advocate, with the ability to strengthen organizations while advancing meaningful change;
- Collaborative, persuasive, and relationship-oriented, with the ability to engage diverse stakeholders, build support for new ideas, and create alignment around shared priorities and goals;
- Intellectually curious and reflective, with the capacity to navigate complexity, evaluate emerging opportunities, and make thoughtful decisions in the face of uncertainty;
- Adaptable, resilient, resourceful, and comfortable with ambiguity, with the confidence to lead through change and maintain focus amid competing priorities and evolving circumstances.

COMPENSATION AND LOCATION

The anticipated salary range for this position is \$250,000-\$270,000, commensurate with experience and qualifications.

TAC maintains office space in Alexandria, Virginia, and currently operates with a largely remote workforce. Given the organization's strategic interest in expanding its federal policy engagement and its presence in the Washington, DC metropolitan area, candidates who are based in or willing to spend significant time in the region are likely to be especially effective in the role.

APPLICATIONS, INQUIRIES, AND NOMINATIONS

Confidential nominations, inquiries, and applications, including resumes with letters of interest responding to the opportunities and challenges outlined above, should be submitted to the search team via the link below. Screening of applications will begin immediately and continue until the search process is completed. If you require reasonable accommodation to complete an application, interview, or otherwise participate in the candidate selection process, please get in touch with Harley Bartles at hbartles@imsearch.com.

Rebecca Swartz, Mia Carpiello, Harley Bartles
Isaacson, Miller
[Treatment Advocacy Center CEO Search](#)

TAC is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or veteran status.

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