



LEADERSHIP PROFILE

ACLU of Georgia

Atlanta, GA

The ACLU of Georgia envisions a state that guarantees all persons the civil liberties and rights contained in the United States and Georgia Constitutions and Bill of Rights.

The Opportunity

The [ACLU of Georgia](#) stands as a vital beacon for civil rights and civil liberties at a moment of extraordinary legal, political, and moral consequence. Across the state and the nation, hard-won freedoms are being contested, constrained, and, in some cases, rolled back through legislative action, administrative policy, and judicial decisions.

Georgia occupies a singular place in American civil rights history and is a high-profile, high-stakes state in the current landscape. As Georgia garners significant national attention in the political and civic landscape, decisions and movements started here have national consequences. The work of the ACLU of Georgia has never been more important.

Andrea Young has announced her retirement from the ACLU of Georgia after serving as Executive Director since 2017. A lawyer by training and a lifelong advocate for civil and human rights, Young has led the organization through a period of significant growth and impact. As she prepares to step down, the ACLU of Georgia's Board seeks a visionary, values-driven leader to build on this legacy, steward the organization through a pivotal moment, and advance the ACLU's mission to the next level of impact.

The Executive Director of ACLU of Georgia has the opportunity to lead an organization with [an extraordinary legacy](#), poised for continued impact. The Executive Director will lead with responsiveness and fortitude, anchoring long-term progress while meeting urgent threats with resolve and strategic clarity.

Reporting to the Board of Directors, the Executive Director provides leadership, vision, and management of the ACLU of Georgia. They lead a renowned mission-driven civil liberties organization operating at the intersection of law,

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policy, advocacy, and grassroots engagement in a rapidly evolving political and legal landscape.

The Executive Director will demonstrate discretion in prioritizing and marshaling resources; they will balance responding to opportunities and needs with the discipline of coordination toward long-term goals. Together, this requires bold action, judicious decision-making, strategic planning, coalition-building, collaboration, good management, and tenacity.

Few leadership roles combine high-stakes public advocacy, complex legal and policy engagement, organizational leadership, and movement-building at this scale. This role is well-suited for a leader who is called to public service and impact-driven work under public scrutiny, and who is energized by the opportunity to contribute to the extraordinary legacy and accomplishments of ACLU of Georgia.

The Organization

Founded in 1963, ACLU of Georgia is one of 52 ACLU affiliates nationwide and operates as an autonomous, staffed office. With a team of 24 union and non-union professionals and a budget of \$4.5M, it operates with the mission to enhance and defend the civil liberties and rights of all Georgians through legal action, legislative and community advocacy, and civic education and engagement.

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For more than half a century, ACLU leaders have stood at the center of the nation's most defining struggles for civil rights and civil liberties, confronting injustice in arenas ranging from voting rights and reproductive freedom to equal protection, free expression, and the evolving

frontiers of digital privacy. Through strategic litigation, policy advocacy, and public engagement, this work has helped shape constitutional law and secure lasting protections that extend far beyond individual cases.

In moments when marginalized communities are targeted, dissent is suppressed, and democratic norms are strained, the ACLU of Georgia has served as a formidable line of defense and a source of moral clarity.

Currently, the ACLU of Georgia accomplishes this work with a staff organized into the following departments: Legal; Policy and Advocacy; Voter Access; Communications; Development; and Finance & Operations.

The ACLU of Georgia additionally marshals the power of its members and volunteers, coordinates with collaborative partners, and builds impactful relationships with key stakeholders and officials.

The Mandate

The Executive Director will bring a demonstrated commitment to the full scope of the ACLU's mission and values, including racial justice, immigrants' rights, reproductive rights, voting rights, LGBTQ+ equality, free speech, and criminal justice reform. This leader will center principles of equity, inclusion, and belonging across all aspects of organizational life, embedding these values into programs, policies, culture, and staff development.

To fully realize the role's potential, the Executive Director will serve as a persuasive advocate and a credible public voice for the organization while building and sustaining trust with staff, board members, partners, and supporters. They will strengthen organizational systems, culture, and long-term effectiveness to support sustained, demonstrable impact.



This leader will center principles of equity, inclusion, and belonging across all aspects of organizational life, embedding these values into programs, policies, culture, and staff development.



The successful candidate will serve as a persuasive advocate, credible public voice, and trusted organizational steward, guiding strategy, people, partnerships, and impact at a pivotal moment for civil liberties in Georgia and the South.

This high-visibility leadership role requires integrity, sound judgment, and a strong ethical compass. The successful candidate will serve as a persuasive advocate, credible public voice, and trusted organizational steward, guiding strategy, people, partnerships, and impact at a pivotal moment for civil liberties in Georgia and the South.

The Executive Director will have overall responsibility for the following core leadership domains for ACLU Georgia:

Mission Leadership, Advocacy & Public Voice

- Advance a deep and demonstrated commitment to the ACLU's mission and values, embedding principles of equity, inclusion, and belonging across organizational life.
- Lead with integrity, sound judgment, a strong ethical compass, and fortitude, including when guiding high-visibility initiatives under public scrutiny.
- Lead state-level advocacy, policy initiatives, legal strategy, grassroots mobilization and legislative strategy across core civil liberties issues.
- Serve as a recognized and persuasive public voice for the organization, engaging media and communicating effectively in high-stakes environments.
- Translate complex legal and policy issues into compelling, accessible narratives for diverse audiences.
- Build credibility and relationships across Georgia's civic, advocacy, and grassroots ecosystem, connecting present work to the state's civil rights legacy.

Organizational Leadership & People Management

- Build, manage, and retain cohesive, high-performing teams across litigation, policy, communications, development, operations, and community engagement.
- Foster a healthy, mission-driven organizational culture grounded in trust, accountability, and respect.
- Lead with emotional intelligence, empathy, and strong interpersonal judgment.
- Set priorities, make and communicate difficult decisions, and maintain clarity and momentum during periods of change or uncertainty.
- Navigate conflict constructively and resolve obstacles collaboratively.

Strategy, Operations & Governance

- Lead long-term organizational strategy aligned with mission, capacity, and external realities.
- Oversee budgets and financial sustainability, including strategic resource allocation.
- Strengthen organizational systems and infrastructure and lead cultural or structural transformation where needed.
- Partner closely with legal teams to integrate litigation, policy, communications, and grassroots advocacy into a cohesive impact model.
- Operate effectively within a federated or affiliate organizational structure.
- Manage ACLU Georgia and ACLU Foundation of Georgia within the laws and regulations applicable to 501(c)(4) and 501(c)(3) organizations.



The Executive Director will engage in donor stewardship and fundraising activities, including major gift cultivation and institutional funding relationships.



The ideal candidate is a highly skilled and experienced leader who brings decisiveness, partnership, and strategy.

- Partner closely with the Board of Directors, providing clear information, sound recommendations, and strategic guidance.
- Ensure organizational accountability, compliance, and ethical leadership.

External Relations, Partnerships & Fundraising

- Cultivate and maintain partnerships with community organizations, elected officials, philanthropic partners, donors, academic institutions, and national counterparts.
- Engage in donor stewardship and fundraising activities, including major gift cultivation and institutional funding relationships.
- Elevate organizational visibility and public trust.
- Represent the ACLU of Georgia with professionalism, clarity, and moral authority.

The Candidate

The ideal candidate is a highly skilled and experienced leader who brings decisiveness, partnership, and strategy.

This strength of purpose and orientation toward bold, decisive action must be balanced with a strong collaborative orientation and strategic and operational expertise. Empowering and engaging staff to ensure effective organizational structure and coordinated efforts is vital, as is an understanding of the power of new media, technology, and relationship-building as foundational tools for ACLU of Georgia's work and impact.

Required

- Deep and demonstrated commitment to the ACLU's mission and values.
- Integrity, sound judgment, and a strong ethical compass.

- A record of achievement with policy, advocacy, legal and/or legislative work.
- Experience serving as a spokesperson or public advocate.
- Strong understanding of legislative and administrative processes.
- Ability to translate complex legal and policy issues into accessible narratives and to motivate others (donors, volunteers, collaborators, decision-makers) to action accordingly.
- Proven people-management and organizational leadership experience.
- Emotional intelligence, empathy, and strong interpersonal judgment in leading staff and engaging external constituents.
- Nonprofit financial acumen.
- Experience working with or supporting nonprofit boards.

Preferred Qualifications

- Experience operating within a federated or affiliate organizational structure.
- Legal training/experience partnering closely with legal teams.
- Fundraising and donor stewardship experience.
- Experience in Georgia-based advocacy or policy environments.
- Experience working with a unionized staff.

The Relationships

The Executive Director will invest in building strong relationships within the ACLU of Georgia and externally with partners, collaborators, elected and appointed officials, donors, members, volunteers, and the media.

The Executive Director reports to:	Board of Directors
Manages:	<ul style="list-style-type: none"> • Senior leadership team: • Executive Deputy Director • Deputy Director • Director of Development • Legal Director • Policy Director
Collaborates with:	<ul style="list-style-type: none"> • National ACLU counterparts • Georgia and national advocacy and organizing partners • Current, past, and future donors, volunteers, ACLU members, and legislators



Compensation & Location

The ACLU is committed to providing compensation that is competitive and equitable. The expected salary range for this position is: \$195,000 – \$215,000. A comprehensive benefits package is also included.

The Executive Director must live within commuting distance from the Atlanta office; staff currently have a hybrid work schedule, with two days in the office and three days remote.

For potential consideration or to suggest a prospect, please email aclugeorgiaed@BoardWalkConsulting.com

or call **Crystal Stephens, Patti Kish,**
or **Sarah Gaines**, at 404-262-7392.

For the current status of this and other searches, please visit www.BoardWalkConsulting.com.
