

**Position Announcement – September 2026**  
**Executive Director**  
**Asheville Poverty Initiative**  
**Asheville, NC**



Asheville Poverty Initiative (API) is a nonprofit organization based in West Asheville, N.C. A steadfast presence for over a decade at the intersection of State Street and Haywood Road, API builds community through our signature programs, 12 Baskets Café and Realities of Poverty Education. API's work is to dismantle stereotypes by sharing meals and telling stories across socio-economic differences. **The Board of Directors is hiring an Executive Director who will lead API with a high level of integrity and empathy into its second decade of meaningful community engagement and change.**

**Our Next Executive Director**

The new Executive Director of the Asheville Poverty Initiative will have successful leadership experience and the ability to oversee fundraising, programs, and overall operations while working effectively with the staff, volunteers, and the board. The Executive Director will be able to listen, communicate effectively, and build relationships with multiple constituencies throughout the community.

**Key Responsibilities**

- Provide strategic leadership, administration, and management of the organization
- Lead organizational fundraising efforts
- Be a skilled and active ambassador– with the media, partners, and supporters
- Foster an effective, cohesive, empowered staff and volunteer team and culture
- Manage budget development, financial forecasting and day-to-day operations
- Facilitate a plan for a new, permanent space

**Qualifications**

- Experience building relationships across community - including comfort with a wide variety of people, from government officials and major donors to volunteers, staff, and people with a lived experience of poverty.
- A proven track record (three to five years) of nonprofit executive leadership and management - including administration, staff supervision, budgeting, and development of organizational systems and policies.
- A record of successful and innovative fundraising including experience working with individual donor cultivation and stewardship as well as grant writing.
- A professional and personal style consistent with the supportive, open, collaborative team-oriented culture of the Asheville Poverty Initiative
- A high level of emotional intelligence – the ability to accurately perceive and express yourself, personal humility, develop and maintain social relationships, remain calm in the face of unpredictability and challenge.

- Demonstrated commitment to fostering an equitable, respectful, harassment-free team culture across lines of race, gender, and identity.

**Additional Desired Qualifications:**

- Capital campaign or major real estate/facility project experience
- Knowledge of the Asheville community
- Trauma-informed lens with experience in de-escalation and nonviolent communication

**Compensation & Benefits:** The position offers a salary of \$80,000 annually, along with paid holidays, 20 days of paid time off (PTO), and a \$300 per month health insurance stipend.

**Application Process:**

To apply, please send a resume and a detailed cover letter, that maps the fit between your experience and skills to the responsibilities and qualifications above, in one pdf file using the following naming convention: “Your Last Name-Your First Name.pdf”, *via email only* to: **Asheville Poverty Initiative Search Committee** at [applications@ashevillepovertyinitiative.org](mailto:applications@ashevillepovertyinitiative.org)

***Please, no phone calls, faxes, or snail mail.***

Application deadline: October 16, 2026

*Candidates from diverse backgrounds are encouraged to apply. Studies have shown that candidates that are female and/or BIPOC are less likely to apply for jobs unless they meet all of the qualifications they find in the job description. We are seeking the best candidate for the job, and that candidate may be a person who comes from a less traditional background. We encourage you to apply even if you don't meet every minimum qualification described or are unsure if your experience could be considered related experience.*