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Chief Executive Officer

📍 Alexandria, VA

🕒 Full Time

👤 American Counseling Association

🎓 Executive

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Chief Executive Officer

American Counseling Association

Alexandria, Virginia

The Moran Company (<http://www.morancompany.com>) is pleased to partner with the **American Counseling Association** to recruit the organization's Chief Executive Officer.

Organizational Background

The American Counseling Association (<https://www.counseling.org/>) (ACA) is a 60,000-member not-for-profit organization dedicated to the growth and

enhancement of the counseling profession. ACA provides

education, community and professional development opportunities to counselors in various practice settings as well as counselors in training. As a 501(c)(3) professional association

founded in 1952, ACA also provides leadership, advocacy and resources for the counseling profession. ACA consists of 20 divisions, 4 regions and 56 Chartered Branches.

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ACA members work in an array of settings including private practice; elementary and secondary schools; college campuses; criminal justice programs; community mental health centers, hospitals, nursing homes and managed care facilities. ACA members also include counselor educators, LPC Supervisors, graduate students, LPC Associates, and affiliate members who support the mission of ACA. For additional information see www.counseling.org (<http://www.counseling.org>).

The Governing Council is the governing body of ACA. Consisting of ACA's elected and appointed officers as well as elected representatives from ACA's 20 divisions, 56 Chartered Branches and four geographic regions, the Governing Council has the fiduciary duty to protect the organization's resources and ensure that it is well positioned to meet its strategic goals and address issues that face the counseling profession.

The American Counseling Association headquarters are located in Alexandria, Virginia. Alexandria is situated on the western bank of the Potomac River, about 7 miles south of Washington, D.C. It's a principal city within the Washington metropolitan area and offers easy access to the nation's capital. The city has a population of over 150,000 residents and is considered one of the best places to live in Virginia, offering an urban feel with a mix of residential and commercial spaces. <https://www.alexandriava.gov> (<https://www.alexandriava.gov>)

Position Summary

ACA seeks an energetic, experienced, and highly skilled Chief Executive Officer to work collaboratively with the Governing Council, staff and membership to lead and support all areas of the organization. The major responsibilities of the position include:

- Working in partnership with the Governing Council to advance the organization's mission, ensuring strong alignment between strategic direction and effective execution.
- Effectively managing the ACA headquarters, operations, and administration.
- Maintaining and accurately reporting the financial performance of the organization.
- Building and maintaining strong working relationships with ACA membership and key partner organizations, agencies, and regulatory bodies relevant to ACA.

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- Supporting the work of ACA branches, divisions, regions, and members.
- Working with the Board to strengthen Inclusion, Diversity, Equity, and Anti-Racism, (IDEA) within the community of practice.
- Overseeing conference and meeting operations effectively and profitably.
- Overseeing and expanding communications, marketing, and membership growth activities of the organization.
- Creating and delivering to membership timely and effective professional education programs designed to benefit ACA members.
- Developing and implementing a government relations and public policy program that effectively represents the interests and goals of ACA.

As the administrative leader of ACA, the Chief Executive Officer has the responsibility to effectively represent the organization and ensure all functions and services of the organization are focused on the ACA mission: *Advancing mental health and well-being through advocacy, community, inclusion and research.*

Professional Qualifications and Personal Characteristics

The following qualifications and characteristics are desired for this position. Additionally, the successful candidate must possess a strong ability and desire to support the membership of the organization and counseling profession.

- Ability to engage collaboratively with the Governing Council, supporting its strategic leadership role while executing decisions that advance the organization's mission
- Ability to oversee financial performance of ACA and identify new revenue opportunities while ensuring strategic priorities are met
- Ability to oversee the management of all association departments utilizing effective leadership strategies and delegation of responsibility
- Ability to focus on consensus building efforts and execute ACA's strategic plan
- Ability to create an environment and culture that focuses on ACA's mission, vision, and values
- Ability to effectively communicate with leadership and members, shared vision of continuous growth and improvement of ACA and the counseling profession
- Ability to represent ACA's interests in legislative, policy, regulatory, and professional settings

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- Ability to effectively and sincerely communicate (written/verbal/listening) with ACA leadership, members, staff and association partners
- Ability to effectively build collaborative relationships with individuals, groups and organizations that share similar goals and values as the ACA
- Ability to appropriately challenge the status quo and provide alternatives that further the effectiveness and impact of ACA
- Ability to ensure ACA is staffed with well-trained, quality and engaged employees

Preferred Education and Experience

Minimum 5 years of successful executive leadership experience. Preference will be given to demonstrated leadership in professional associations, volunteer, or not-for-profit organizations. Master's degree with preference for the terminal degree from an accredited institution in public administration, business administration, or other fields relevant to the mission of ACA. Preference will be given to those who have a counseling background or hold the Certified Association Executive credential.

Compensation

The ACA Chief Executive Officer will receive a competitive salary commensurate with education and experience along with a comprehensive benefits package including health, dental, and vision insurance. Salary is expected to be in the \$500,000 range. Higher compensation will be considered for exceptionally qualified candidates. Additional benefits include 403b retirement plan, vacation time, sick leave, and paid holidays.

Statement of Non-Discrimination

The American Counseling Association is an equal opportunity employer. All applicants will be considered for employment without attention to race, color, creed, ancestry, national origin, citizenship, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, religion, age, disability, genetic information, service in the military or any other characteristic

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Application Process

For more information regarding the American Counseling Association Chief Executive Officer position, please contact Jon Rosell, Senior Search Consultant, The Moran Company at jon (at) morancompany.com. Screening interviews are scheduled to take place November 5th - 7th, 2025.

Apply for this position

REQUIRED *

First Name *

Last Name *

Email Address *

Phone *

Address *

Resume *

Attach resume or Paste resume

Cover Letter *

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LinkedIn Profile URL:

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What interests you about the mission of the organization? *

This position is on-site in Alexandria, Virginia. Are you willing to relocate to the area? *

Describe your experiences in building collaborative relationships with organizations and individuals. *

Describe 3 key strategies you will employ while working with a diverse Board of Directors to effectively lead a national professional association. *

As CEO of a national professional association, what three key strategies would you use to ensure the financial stability of the organization? *

How did you hear of this position? (specific job board, website, etc.) *

The following questions are entirely optional.

To comply with government Equal Employment Opportunity and/or Affirmative Action reporting regulations, we are requesting (but NOT requiring) that you enter this personal data. This information will not be used in connection with any employment decisions, and will be used solely as permitted by state and federal law. Your voluntary cooperation would be appreciated. [Learn more \(https://www.eeoc.gov/employees-job-applicants\)](https://www.eeoc.gov/employees-job-applicants).

Gender

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Invitation for Job Applicants to Self-Identify as a U.S. Veteran

- A “disabled veteran” is one of the following:
 - a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs; or
 - a person who was discharged or released from active duty because of a service-connected disability.
- A “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.
- An “active duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.
- An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Veteran status

- ☐ I IDENTIFY AS ONE OR MORE OF THE CLASSIFICATIONS OF PROTECTED VETERAN LISTED ABOVE
- ☐ I AM NOT A PROTECTED VETERAN
- ☒ I DON'T WISH TO ANSWER

Voluntary Self-Identification of Disability

Voluntary Self-Identification of Disability Form CC-305
OMB Control Number 1250-0005
Expires 04/30/2026

Why are you being asked to complete this form?

This website uses cookies and other analytics technologies.

By selecting "Allow", you consent to the use of cookies and other analytics technologies. The law requires activity by this website and its service providers to provide equal employment opportunity to qualified people with disabilities. We have a goal of having at least 7% of our workers as people with disabilities. The law says we must

measure our progress towards this goal. To do this, we must ask applicants and employees if they have a disability or have ever had one. People can become disabled, so we need to ask this question at least every five years.

Completing this form is voluntary, and we hope that you will choose to do so. Your answer is confidential. No one who makes hiring decisions will see it. Your decision to complete the form and your answer will not harm you in any way. If you want to learn more about the law or this form, visit the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp (<https://www.dol.gov/ofccp>).

How do you know if you have a disability?

A disability is a condition that substantially limits one or more of your "major life activities." If you have or have ever had such a condition, you are a person with a disability. **Disabilities include, but are not limited to:**

- Alcohol or other substance use disorder (not currently using drugs illegally)
 - Autoimmune disorder, for example, lupus, fibromyalgia, rheumatoid arthritis, HIV/AIDS
 - Blind or low vision
 - Cancer (past or present)
 - Cardiovascular or heart disease
 - Celiac disease
 - Cerebral palsy
 - Deaf or serious difficulty hearing
 - Diabetes
 - Disfigurement, for example, disfigurement caused by burns, wounds, accidents, or congenital disorders
 - Epilepsy or other seizure disorder
- Mental health conditions, for example, depression, bipolar disorder, anxiety disorder, schizophrenia, PTSD
 - Missing limbs or partially missing limbs
 - Mobility impairment, benefiting from the use of a wheelchair, scooter, walker, leg brace(s) and/or other supports
 - Nervous system condition, for example, migraine headaches, Parkinson's disease, multiple sclerosis (MS)
 - Neurodivergence, for example, attention-deficit/hyperactivity disorder (ADHD), autism spectrum disorder, dyslexia, dyspraxia, other learning disabilities

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- Gastrointestinal disorders, for example, Crohn's Disease, irritable bowel syndrome
 - Intellectual or developmental disability
- Partial or complete paralysis (any cause)
 - Pulmonary or respiratory conditions, for example,

tuberculosis, asthma,
emphysema

- Short stature (dwarfism)
- Traumatic brain injury

Please check one of the boxes below:

- ☐ YES, I HAVE A DISABILITY, OR HAVE HAD ONE IN THE PAST
- ☐ NO, I DO NOT HAVE A DISABILITY AND HAVE NOT HAD ONE IN THE PAST
- ☒ I DO NOT WANT TO ANSWER

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Name

Date

Human Check *



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SUBMIT APPLICATION

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