

Leading at a Moment that Matters

This is a rare opportunity to shape the future of national service, strengthening the infrastructure that supports it, expanding its reach and relevance, and ensuring communities across the country are equipped to meet pressing challenges through service and volunteerism. The following role profile outlines the capabilities and characteristics that will be critical for success in this role and is intended to complement the formal position description by highlighting how the work is best approached at the leadership level.

The Opportunity

A Leadership Moment with National Impact

America's Service Commissions (ASC) is seeking a strategic and relationship-driven leader to serve as its next Chief Executive Officer.

This is not a maintenance role, it is an opportunity to lead at a pivotal moment for national service. Communities face growing challenges from workforce shortages to declining civic trust—while evidence of national service impact has never been stronger. At the same time, there is increasing engagement from state leaders, philanthropy, and Congress, alongside renewed attention to reauthorization and expansion of national service.

The national service ecosystem is entering a period of greater coordination and shared focus. Leading organizations across the field, including ASC and its national partners, are aligning efforts to strengthen and expand service through a unified, bipartisan approach. This creates a meaningful opportunity to build on strong foundations while advancing innovation, expanding access, and increasing investment at the federal, state, and local levels.

This moment also requires careful navigation of complex federal relationships, evolving policy priorities, and greater clarity and alignment across the ecosystem.

ASC plays a central role as the backbone of the state service commission network, supporting the 52 commissions that serve as the operational infrastructure for national service across the country. These commissions are leading innovative, state-driven approaches to addressing community needs, and there is growing recognition of their importance in delivering effective, locally grounded solutions.

The next CEO will help define and elevate ASC's role in this evolving landscape, strengthening its national voice, deepening its influence, and positioning the organization as a unifying force within a complex and dynamic ecosystem. This role sits at the intersection of policy, philanthropy, and community impact, with the opportunity to shape how national service is funded, delivered, and experienced across the country.

About America's Service Commissions

A National Voice for Service and Civic Engagement

America's Service Commissions (ASC) is the national association representing and supporting the 52 state and territorial service commissions across the United States. These commissions administer federal and state resources—primarily through AmeriCorps—to advance service, volunteerism, and community solutions at scale.

ASC is uniquely positioned as the only national organization dedicated to strengthening and advancing the state service commission network.

Collectively, ASC members oversee hundreds of millions of dollars in public investment and support tens of thousands of AmeriCorps members and volunteers each year, addressing critical challenges in education, disaster response, workforce development, public health, and more.

ASC serves as a:

- National advocate for service and volunteerism
- Capacity builder for state commissions
- Convener of cross-sector partners
- Bridge between federal priorities and state/local implementation

The organization operates at the intersection of policy, philanthropy, and community impact, connecting national priorities with on-the-ground results in communities across the country.

Governance is provided by a Board of Directors composed of state commission leaders and stakeholders deeply committed to ASC's mission and the strength of the state commission network.

ASC is supported by a highly engaged and collaborative membership of commission leaders and staff across the country. Members actively participate in committees and working groups, connect regularly through shared platforms, and come together throughout the year to advance the field. This includes an annual Leadership Convening, a National Service Training that brings together more than 800 commission leaders and program staff, and other opportunities for collaboration and alignment.

The CEO will engage directly with this network serving as a convener, connector, and representative of the field, and will have the opportunity to build strong relationships across a committed and mission-driven community of leaders.

Strategic Plan & Organizational Priorities

Building on a Strong Foundation and Leading What Comes Next

ASC's current strategic plan (2025–2027), approved by the Board of Directors in 2025, provides a clear framework for strengthening the state service commission network and advancing national service nationwide.

The plan reflects a balance of near-term execution and longer-term positioning, with defined goals across five priority areas:

- **Strengthening Commission and Program Capacity**
ASC is focused on strengthening the leadership and operational capacity of state service commissions.

- **Advancing Public Policy and Funding**

ASC is working to sustain federal funding for state service commission administration, while expanding state-level investment and increasing the number of commissions receiving state funding.

- **Elevating Leadership in the National Service Ecosystem**

The organization is committed to strengthening its role as a leader and convener within the national service landscape, ensuring service is more accessible, representative, and impactful.

- **Building a Sustainable Financial Model**

ASC aims to grow annual revenue while strengthening financial systems and long-term sustainability.

- **Strengthening Organizational Capacity**

The plan prioritizes investing in ASC's staff, systems, and operational infrastructure to support effective execution in a remote work environment.

The next CEO will be responsible for leading the successful execution of ASC's strategic plan while also refining and extending its direction in response to a rapidly evolving national service and policy environment. Building on this strong foundation, the CEO will assess shifting external conditions including changes in federal funding, policy priorities, the broader service ecosystem, and position ASC for continued relevance and impact.

Key Leadership Priorities

Areas of Focus for Driving ASC's Next Chapter

The next CEO will lead ASC through a critical period of opportunity and change, driving progress on key strategic priorities while positioning the organization for long-term impact in a rapidly evolving environment. Key areas of focus will include:

- **Strengthen ASC's National Voice and Federal Influence**

Elevate ASC's presence and credibility with policymakers and national partners, strengthening its role as a trusted, bipartisan advocate and ensuring effective engagement on federal policy, funding, and reauthorization efforts.

- **Advance the State Service Commission Network**

Support and strengthen the 52 state service commissions as the backbone of national service, enhancing collaboration, building capacity, and reinforcing the value of the state-led model in delivering community impact.

- **Shape the Future of National Service**

Clarify and elevate ASC's role within a complex and evolving ecosystem, helping to align stakeholders, reduce fragmentation, and position the organization as a central leader in advancing the field.

- **Strengthen and Diversify ASC's Revenue Model**

Expand and diversify ASC's funding base through philanthropic partnerships, strategic initiatives, and new revenue opportunities to ensure long-term financial strength and resilience, recognizing this as a critical priority for the organization's future sustainability.

- **Lead a High-Performing and Mission-Driven Organization**

Guide and support a dedicated team, fostering a culture of trust, accountability, and collaboration while ensuring strong execution of ASC's strategic priorities.

Leadership Qualities

The Capabilities and Characteristics for Success in This Role

ASC is seeking a leader who combines credibility, judgment, and strategic capability, with the ability to operate effectively in a complex, bipartisan environment. The strongest candidates will demonstrate:

- **Trusted, Bipartisan Leadership**
A credible and respected voice who operates effectively across the political spectrum, serving as a thoughtful, balanced, and trusted partner with policymakers, federal agencies, and state leaders.
- **Exceptional Relationship Builder**
A natural connector who builds trust quickly and sustains strong relationships across diverse stakeholders, bringing people together around shared goals and fostering collaboration across the network.
- **Confident and Compelling Communicator**
An effective and confident speaker who can clearly articulate the value of national service to a wide range of audiences, from policymakers to philanthropic partners to the broader public.
- **Strategic and Forward-Thinking Leader**
A leader who sees the big picture, anticipates change, and positions the organization for long-term relevance and impact while navigating complexity with sound judgment.
- **Fundraising and Resource Development Strength**
A proven ability to secure funding and build partnerships, including experience engaging philanthropy and identifying new revenue opportunities to support organizational sustainability.
- **Diplomatic and Solutions-Oriented**
Skilled at navigating complexity, managing competing perspectives, and serving as a reasonable broker who can move stakeholders toward alignment and action.
- **Convener and Facilitator**
Recognized as someone who brings people together, facilitates productive dialogue, and helps align efforts across a diverse and distributed network.
- **Mission-Driven and Service-Oriented**
A deep commitment to national service and volunteerism, with an understanding that ASC exists to support its members and strengthen communities across the country.

Compensation and Location

The salary range for this position is \$150,000–\$165,000, based on experience and with the opportunity for merit-based salary increases and bonuses, as available. ASC offers a comprehensive benefits package.

This is a remote, U.S.-based role with a national scope that requires regular travel, including frequent engagement in Washington, DC and other locations across the country, anticipated to average approximately once per month. Located in Central and Eastern Time Zones is preferred but not required. The CEO will be expected to manage travel in a way that supports consistent presence, responsiveness, and engagement with partners, policymakers, and the ASC team.

Next Steps

Qualified candidates are encouraged to review the full position description and submit a resume and cover letter using the [application link](#). We also welcome recommendations of qualified candidates, as well as inquiries at info@statecommissions.org.