

Job Description: Board Director

Position Title:

Director, Board of Directors

Reports To:

Board Chair, A+ | American Association for Employer Relations +

About the Organization

A+ is the American Association for Employer Relations +, a professional network that bridges the gap between employers and career centers to improve talent acquisition and workforce solutions. As a start-up association, A+ aims to focus on achieving strong employment outcomes, leveraging technology, and exploring game changers who are pushing the limits and helping move the industry forward. Membership targets employers and the three major career center systems: universities, community colleges and technical schools, and public workforce agencies. Members include HR specialists, career center professionals, vendors, allies, educators, and employer-facing practitioners from diverse sectors and institutions.

A+ fosters a collaborative community to share ideas, innovate, and achieve strong employment outcomes. The organization enhances discussions on employer relations and amplifies the employer's perspective and priorities, emphasizing the critical roles of employer relations practitioners and employers in shaping the workforce of tomorrow.

Position Summary

The Board Director serves as a key member of the Board of Directors for A+ in an advisory capacity and acts as a thought leader to help steer the direction of the organization. Board Directors bring their expertise to advance the mission of A+, provide valuable insights, and act as ambassadors for the organization. This position requires a commitment to active participation, collaboration, and support for A+'s strategic goals and activities.

Key Responsibilities

Leadership & Strategic Planning:

- Suggest board agenda items for discussion and oversight.
- Review and provide insight and direction on strategic planning.
- Nominate and vote on board members and board positions.
- Cast votes on board recommendations.
- Recommend and support quarterly and annual goals.

Membership and Business Development:

- Refer employers and career centers to A+ for membership and support business development strategy and activities.
- Make connections between A+ staff and key stakeholders to enhance the organization's reach and impact.

Financial Oversight:

- Review finance and budgetary documents as needed.
- Provide insight and advice on financial planning to support the organization's sustainability.

Board & Committee Engagement:

- Report on subcommittee updates or activities specific to your area of expertise.
- Join subcommittees as needed based on interests, expertise, and organizational needs.
- Solicit and support the recruiting of board members.

Professional Development Contribution:

- Contribute to member professional development by facilitating at least one webinar each year—this may involve moderating a panel, presenting a live session, or organizing an interactive discussion led by you or a guest expert.
- Advocate for A+'s mission and vision in professional and public forums.
- Contribute to speaker engagement and major events like conferences or annual membership meetings.

Time Commitment

- The board meets quarterly for 90 minutes.
- Subcommittees meet on their own schedules as designated by the board chairs.
- Attend and actively participate in board meetings, subcommittee meetings, and planning sessions.
- Dedicate time outside of meetings to review materials, contribute to strategic discussions, and fulfill responsibilities.
- Take the lead on one event annually; events may include a speaking engagement, panel discussion, or similar activity.

Qualifications:

- Proven experience in a leadership, advisory, or governance role within a professional organization.
- Expertise in strategic planning, business development, employer relations, recruiting, or workforce development.
- Commitment to A+'s mission and willingness to dedicate time and expertise to advance its goals.
- Having a network of employers or career centers and a willingness to leverage that network for promotional purposes.

Compensation:

Because we are a start-up association, all revenue is currently invested into core operations as we scale. When the organization becomes profitable, Board Directors will participate in a revenue share compensation plan tied to the success they help create. Board Directors will start in an unpaid capacity.

Term and Commitment

Board Directors are elected to serve a two-year term, with the opportunity for renewal based on board recommendations and voting. Active participation in all scheduled meetings and organizational initiatives is expected.