

POSITION PROFILE

President & Chief Executive Officer
American Association of Blacks in Energy

Washington, D.C.



ABOUT THE AMERICAN ASSOCIATION OF BLACKS IN ENERGY

The American Association of Blacks in Energy (AABE) was founded in 1977 during a period of national energy crisis, when the U.S. faced skyrocketing oil and gas prices and critical supply shortages. Recognizing both the urgency of the moment and the absence of diverse perspectives in energy policy discussions, Clarke A. Watson convened a group of Black leaders in Washington, D.C. to create an organization dedicated to ensuring that the voices, experiences, and needs of Black communities were represented in the nation's energy dialogue.

From its inception, AABE has served as a unifying force for Black professionals in the energy sector, advocating for inclusive policies, equitable access to opportunities, and increased participation in decision-making at the highest levels. The organization was built on the belief that energy policy and economic growth are deeply intertwined, and that advancing diversity in energy leadership is essential for both innovation and equity.



*The founding members from left to right:
Rufus McKinney, Thomas Hart, Linda
Taliaferro, Clarke Watson and
Robert Bates.*

LEARN MORE:

aabe.org

Today, AABE continues to grow as a respected national association, with chapters across the country and a legacy of advocacy, leadership, scholarship and education. AABE's members participate in every segment of the energy sector and convene each year for a national conference.

Rooted in its founding vision, AABE remains committed to expanding pathways for Black professionals in the energy industry, shaping sustainable energy solutions, and advancing economic opportunities for historically underrepresented communities.



Organization Type

501(c)(3) Non-Profit
Membership Association



Membership

~1,500 Members



Chapters

41 Nationwide



Annual Budget

\$2 Million



Primary Revenue Sources

- Membership Dues
- Sponsorships
- Grants

Main Revenue Driver: Annual National Conference

MISSION

To provide direct input into the deliberations and developments of energy policies, regulations, emerging technologies, and environmental issues.

The Opportunity

The American Association of Blacks in Energy (AABE) is seeking an impactful, strategic, and collaborative President & CEO to lead a dynamic national organization with 41 chapters, a robust national conference, and a growing portfolio of initiatives including a national scholarship program. The CEO will steward a membership-centric organization with a strong emphasis on policy leadership, community engagement, and professional development, while expanding support from sponsors and grant making entities.

The CEO reports to and collaborates with the AABE Board of Directors and will set the strategic direction, oversee financial health, and drive program excellence across membership, external affairs, finance, events, and scholarship programs. Working alongside a talented team of three staff members, membership and the Board, this leader will be focused on developing strategies to increase member benefits and value plus maximize partnerships to expand financial sustainability.

AABE is at an inflection point, ready to transition from a respected professional organization into a nationally recognized and influential voice in the energy space. To lead this transformation, the organization is well positioned to support a results-oriented leader who can balance operational discipline with bold external engagement, ensuring AABE is both a trusted community hub and a respected national convener. Success will depend on strengthening internal systems, amplifying external visibility, and inspiring confidence among members, chapters, and partners.

CEO Success Indicators

- **Visionary Leadership & Sustainability:** Bring the gravitas to represent AABE nationally, grow the endowment and financial resources, build trust with constituents, and develop strategies and KPIs that establish credibility and demonstrate measurable results.
- **Internal Strengthening:** Ensure strong governance, financial stability, clear policies, risk management, and efficient use of technology to serve and engage current and prospective members. Build accountability and transparency across reporting, audits, and vendor relations, while aligning lean staffing with a clear vision.
- **External Influence:** Expand AABE's visibility and brand value, strengthen partnerships, engage chapters as the engine of the organization, and position AABE as a respected, inclusive convener in policy and industry discussions.

Candidate Profile

We recognize that there is a spectrum of lived and professional experience that will set candidates up for success in this role. While no one candidate will have every experience outlined in the position profile, ideal candidates will display the following professional and personal qualities, skills, and characteristics:

PASSION FOR MISSION

- Demonstrates a deep and authentic commitment to advancing energy equity and AABE's mission.
- Brings an appreciation for the history of AABE, embodying values of inclusion, integrity, and service in all aspects of leadership.
- Inspires others—members, partners, and staff—to rally behind AABE's vision and goals. This leader will be energized by challenging the status quo in order to create paradigm shifts that address meaningful issues relevant to AABE's mission.
- Understands and embraces the organization's dual role as both a professional community and a national voice.

COMMITMENT TO MEMBERSHIP VALUE AND CHAPTER DEVELOPMENT

- Promote member recruitment, retention, and engagement to achieve growth and active chapter participation.
- Develop value-added member benefits, professional development opportunities, and networking channels that meet diverse member needs.
- Strengthen chapter effectiveness through streamlined processes, best practices, resource sharing, and leadership development.
- Lead planning and execution of the annual national conference, the organization's primary revenue driver, with an emphasis on premium attendee experiences, sponsorship activation, and measurable impact.

EXCEPTIONAL RELATIONSHIP BUILDER AND CONVENER

- Builds and maintains trust and authentic connections across chapters, sponsors, and constituents.
- Actively listens to member and chapter needs with a service orientation, fostering alignment, creating capacity and collaboration.
- Creates opportunities for the inclusion of diverse voices around energy policy, equity, and industry challenges.
- This leader will be exceptional at taking ownership of facilitating new relationships with a wide array of people, including board members, government officials, business executives, third-party contractors and vendors, and industry leaders.
- Brings a balance of ambition and care—capable of driving results while fostering a supportive environment that acknowledges and prioritizes the well-being of staff.

STRONG TEAM LEADER SKILLED AT OPERATIONAL AND FINANCIAL MANAGEMENT

- Brings proven executive experience in managing organizations with rigor and excellence.
- Balances ambition and care—capable of driving results while fostering a supportive environment that acknowledges and prioritizes the well-being of staff.
- Ensures sound governance, clear policies, and strong internal processes.
- Oversees financial stewardship and strategically plans for long-term organizational sustainability.
- Demonstrates expertise in risk management, compliance, and resource allocation.
- Leverages technology to increase efficiency, transparency, and accountability.

SKILLED AMBASSADOR AND FUNDRAISER

- Serves as a dynamic and confident spokesperson, effectively advocating for AABE's mission to a broad range of audiences.
- Represents the organization with presence and credibility at the local, national, and industry levels.
- This leader will bring exceptional communication skills – clearly and persuasively articulating the value proposition of AABE.
- Brings an instinct for elevating organizational visibility and cultivating strong corporate and philanthropic partnerships to secure financial support.
- Demonstrates a proven track record of fundraising success, including growing endowments and diversifying revenue streams.

In addition, strong candidates will offer:

- Strong background in public policy, energy sector issues, or related fields.
- Proven senior leadership experience in a national nonprofit, association, or similar membership-driven organization; minimum 8–10 years in leadership roles.
- Bachelor's degree required; advanced degree (MBA, MPH, MPP, JD, etc.) preferred or equivalent experience in nonprofit leadership, public policy, or energy sector.
- Demonstrate success in strategic planning, governance, and financial stewardship; track record of growing organizations and leading multi-functional teams.
- Ability to think strategically while handling day-to-day operations; data-driven decision-maker with strong analytical skills.
- Expertise in fundraising, grant development, sponsorship sales, and revenue diversification; experience managing a major conference or large-scale event series.
- Excellent constituent management skills, with ability to influence and build credible partnerships across diverse sectors.
- Effective communicator and spokesperson with experience in media, public affairs, and national platforms.
- Commitment to diversity, equity, and inclusion; experience leading culturally diverse teams and programs.



Compensation, Benefits and Location

The starting base salary is \$200,000, complemented by a comprehensive benefits package. In addition, there will be opportunity for performance-based incentives and robust professional development support.

Support will be provided for candidates coming from outside of the Washington, D.C. region with an interest in relocation. This is a full-time position. The CEO will have a flexible, hybrid work environment that prioritizes work-life balance while fostering both personal and professional success.

Willingness to travel as needed to chapters, conferences, and partner meetings; occasional evening/weekend events.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Tiara D. Muse and Dina Tyler along with Yvette Bahena. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at aabe@koyapartners.com. All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

AABE is an equal opportunity employer. We recruit and hire without regard to race, color, national origin, religion, sex, sexual orientation, gender identity, age, disability, or veteran status. We encourage applicants from diverse backgrounds and experiences.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).