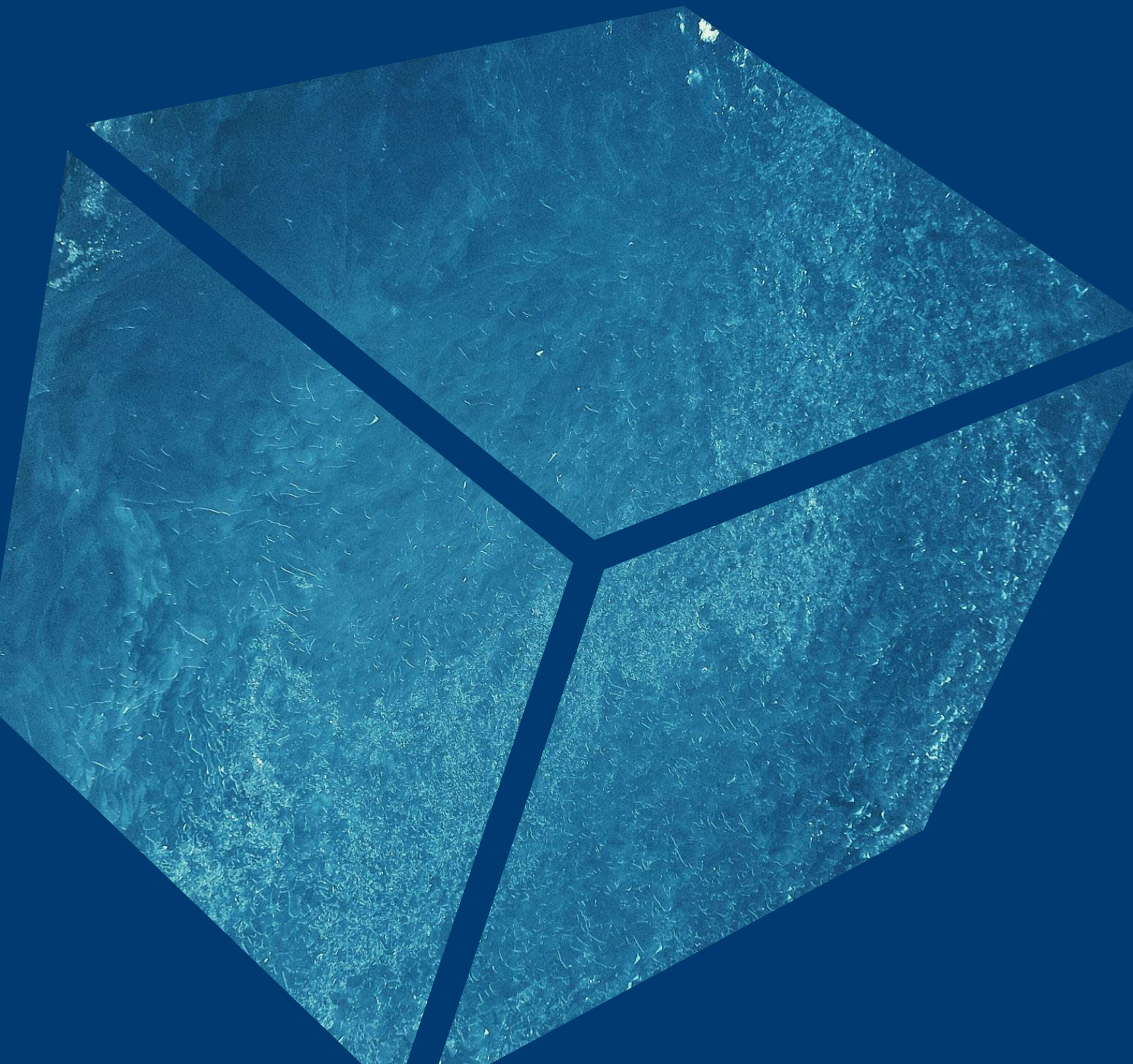




Position Brief

CEO

Divers Alert Network



# About The Organization

The world's most recognized and respected dive safety organization, Divers Alert Network (DAN) has remained committed to the health and well-being of divers for over 40 years. The organization's research, medical services and global-response programs create an extensive network that supports divers with vital services such as injury prevention, safety and educational programs, insurance and lifesaving evacuations. Every year, hundreds of thousands of divers around the world look to DAN as their dive safety organization.

The people of DAN are passionate champions of dive safety, advocating for best practices throughout the dive industry and empowering divers to make smart decisions on every adventure. They prepare and support the diving community through emergency response training, safety education and engagement with the world's leading experts.

They are also researchers, exploring new areas of study as the community seeks to dive deeper, longer and in more remote locations. Divers continue to push the boundaries of understanding of the underwater world and stretch the limits of human physiology, and DAN collaborates with esteemed scientists to ensure the safety of these pioneers.

DAN is a collection of trusted advisors – the experts to call when there is uncertainty. Whether someone is looking for an answer to a simple question or needs assistance with a medical emergency in progress, DAN is always there.

DAN is a nonprofit organization built to support divers with health and safety information, medical consultations, industry-leading dive accident insurance and travel insurance programs. That set of insurance programs and products helps to fund the mission of DAN and further expands an ecosystem of full diving community support all over the world.

## The Position

The CEO role at DAN is complex and will need an exceptional strategist who can build on and lead a team of subject matter experts, work closely with the Board of Directors, ensure resources are in place for optimal organizational performance, and conceive of how DAN needs to adapt to answer future dive community and organizational challenges.

### Duties & Responsibilities

- Maintain a practical, mission-driven mindset, ensuring that all decisions and actions align with DAN's mission and goals.
- Evaluate and prioritize aspects of the mission based on financial feasibility, making informed decisions to allocate resources effectively.
- Shape the organization's vision, goals, and priorities to ensure alignment with its mission and the evolving needs of divers, dive instructors, service providers, and those new to the sport.



- Ensure the financial sustainability of DAN through effective diversification of revenue sources.
- Encourage and foster a culture of innovation and creativity, challenging conventional thinking and exploring new approaches.
- Serve as the spokesperson of DAN, effectively representing the organization's mission and values to the public, media, and the wider diving community.
- Stay abreast of the latest developments in the field of diver safety, dive medicine, insurance, and nonprofit management, and apply relevant knowledge and best practices to drive DAN's success.
- Foster a culture of inclusivity, respect, and transparency within the organization, promoting a supportive environment for staff, volunteers, and stakeholders.

## The Candidate

The ideal candidate for this role will be a dynamic and transparent leader, driven by results and possessing hands-on experience or a strong desire to be in the nonprofit sector. The successful candidate will have strong financial acumen, solid business judgment, and a global mindset. Subject matter expertise in diving medicine or research is highly desired because of its strategic importance to DAN as a leading entity in this field. That stated – a leader who can inspirationally manage and be supported by an impressive team of subject matter experts while ensuring the smooth operation of the overall organization will command trust.

### Competencies & Areas of Expertise

- Demonstrated ability to provide visionary and strategic leadership, inspire and motivate teams, and drive organizational success while ensuring a collective identity among a variety of different business units.
- A successful business track record with exemplars of growth and profitability in sectors such as (or complementary to) medical or recreational equipment manufacturing, hospital administration, university leadership, diving or outdoor recreational industry, non-governmental, or membership organizations.
- Experience with annual budget management authority of tens- to hundreds of millions, including functional budget processes, GAAP, and IFRS.
- Expansive knowledge of IT systems and their value in ensuring efficient and effective management of a large, complex organization.
- Deep understanding of compliance with legal and regulatory frameworks.
- Documented track record of collaborative, positive cooperation with Boards of Directors.
- Familiarity with not-for-profit organization culture and experience embedding business best practices into an organization.
- Excellent professional and public speaking and writing skills.
- Proven track record in managing diverse streams of revenue that ensure financial sustainability.



- Understanding of the diving community, including current trends, challenges, and opportunities.
- Ability to act decisively and make timely decisions. Prioritize actions that align with the organization's mission, vision, and strategic objectives.
- Confidence in decision-making while remaining humble and open to feedback and adjustments if new information emerges.
- Build trust among stakeholders by demonstrating consistent decision-making that is grounded in active listening, empathy, and a focus on the organization's mission and goals.

## Essential Qualifications

- Exemplary soft skills evidenced by consistently effective previous management of a large employee and contractor staff base.
- A bias for both action and collaboration.
- A reputation for unimpeachable integrity.
- A member-/customer-first approach.
- Ultra-transparent, non-micromanagement governance style.
- Vision for growth, surplus, and long-term financial viability.
- Skills to ensure performance measurement of DAN's research, medical and educational programs, products, and services.
- An approach to management that ensures future leadership development and succession within a corporation.
- Ability to envision and convey the organization's strategic future to the staff, board members, and stakeholders.
- At a minimum, a bachelor's degree with a strong preference for an advanced degree.

## Location & Remuneration

DAN is headquartered in Durham, North Carolina, and the CEO will need to be there with the team regularly, though travel internationally will also be a significant component of responsibility. A generous compensation package will be on offer for the successful candidate.

We appreciate all expressions of interest, referrals, or nominations for this role. A comprehensive CV along with a cover letter which sets out your motivation to take on such a role and encapsulates the aspects of your experience relevant to the required criteria would be appreciated.

To do so, or to arrange for a conversation in confidence, please contact:

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