



Andy Hill CARE Fund
Washington's Cancer Research Endowment

Executive Director

LEADERSHIP PROFILE

MAY 2026

WittKieffer



An abstract graphic composed of numerous thin, teal-colored lines that flow and curve across the upper and left portions of the page, creating a sense of movement and depth.

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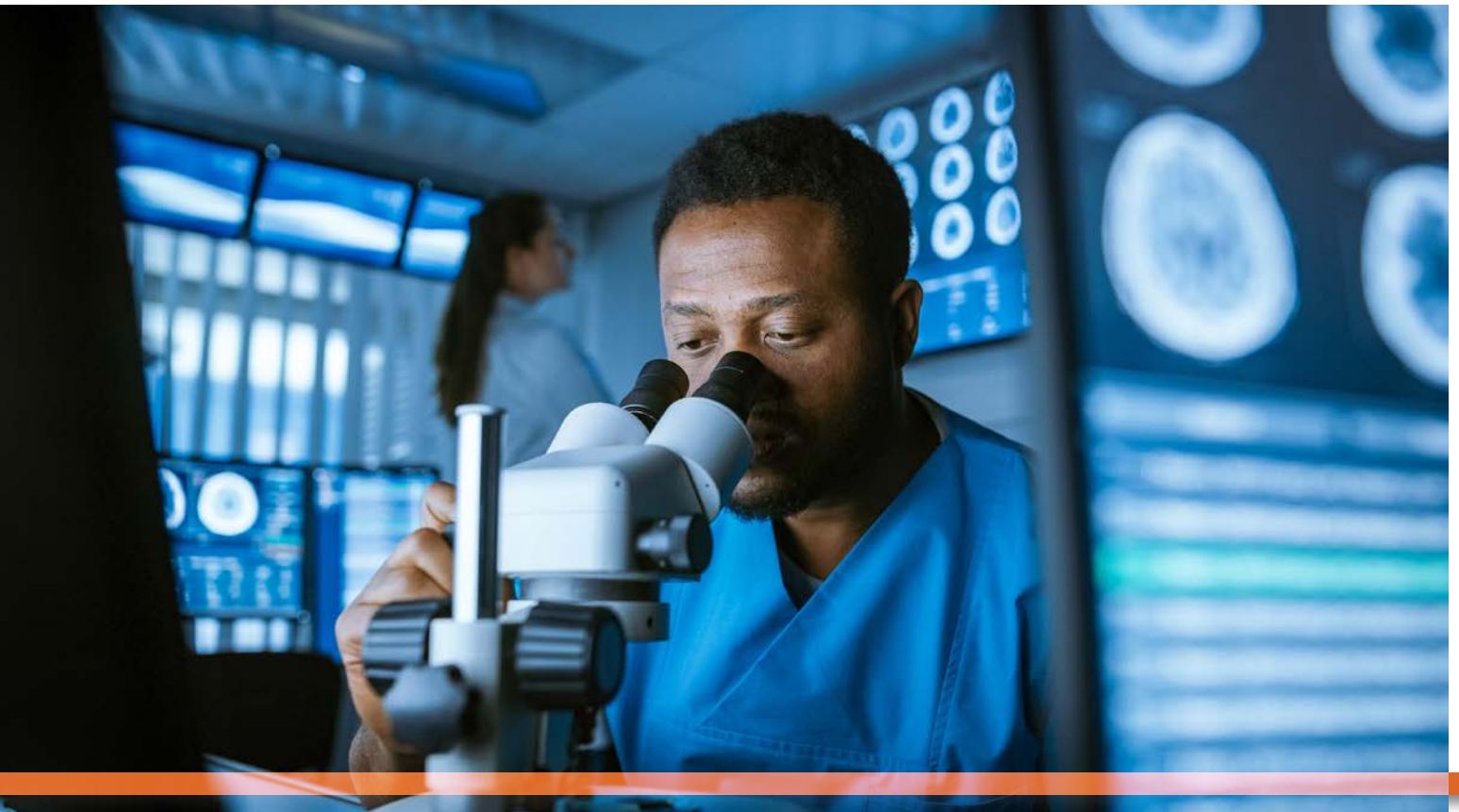


THE OPPORTUNITY

The Andy Hill Cancer Research Endowment (CARE) Fund represents a unique and powerful model of public-private partnership, advancing life-saving cancer research across Washington State. Established by the Washington State Legislature in 2015, the CARE Fund has grown into a vital catalyst for innovation, economic development, and improved health outcomes.

Now entering its second decade, the organization stands at an inflection point. With expanded legislative investment—including a significant \$30 million appropriation in 2023—the CARE Fund is positioned to deepen its statewide impact and further elevate Washington’s leadership in cancer research.

The next Executive Director will step into this moment of momentum, inheriting a strong foundation built through thoughtful stewardship and strategic growth. This leader will have the opportunity to shape the future of the CARE Fund by advancing a clear vision, strengthening legislative and research partnerships, and ensuring that investments continue to deliver meaningful outcomes for patients, communities, and the broader life sciences ecosystem.



ORGANIZATION OVERVIEW

The Andy Hill CARE Fund is a statewide grantmaking organization dedicated to improving the quality of life for Washington residents through investment in cancer research. As a publicly funded program supported by the State of Washington, the CARE Fund directs resources toward high-impact research conducted by both public and private institutions within the state.

CARE Fund program administration is provided by Washington Cancer Impact Foundation, a Washington nonprofit organization (fiscally sponsored by Evergreen Social Impact). CARE Fund benefits from strong governance, financial stewardship, and administrative support. This partnership enables the organization to maintain a focused, mission-driven approach while ensuring compliance with state regulations and best practices in nonprofit management.

The CARE Fund's grantmaking strategy is designed to maximize scientific advancement and economic return by requiring matching funds, fostering collaboration, and accelerating innovation in biotechnology, medical devices, and healthcare technologies. Over time, these investments have strengthened Washington's position as a national leader in cancer research.



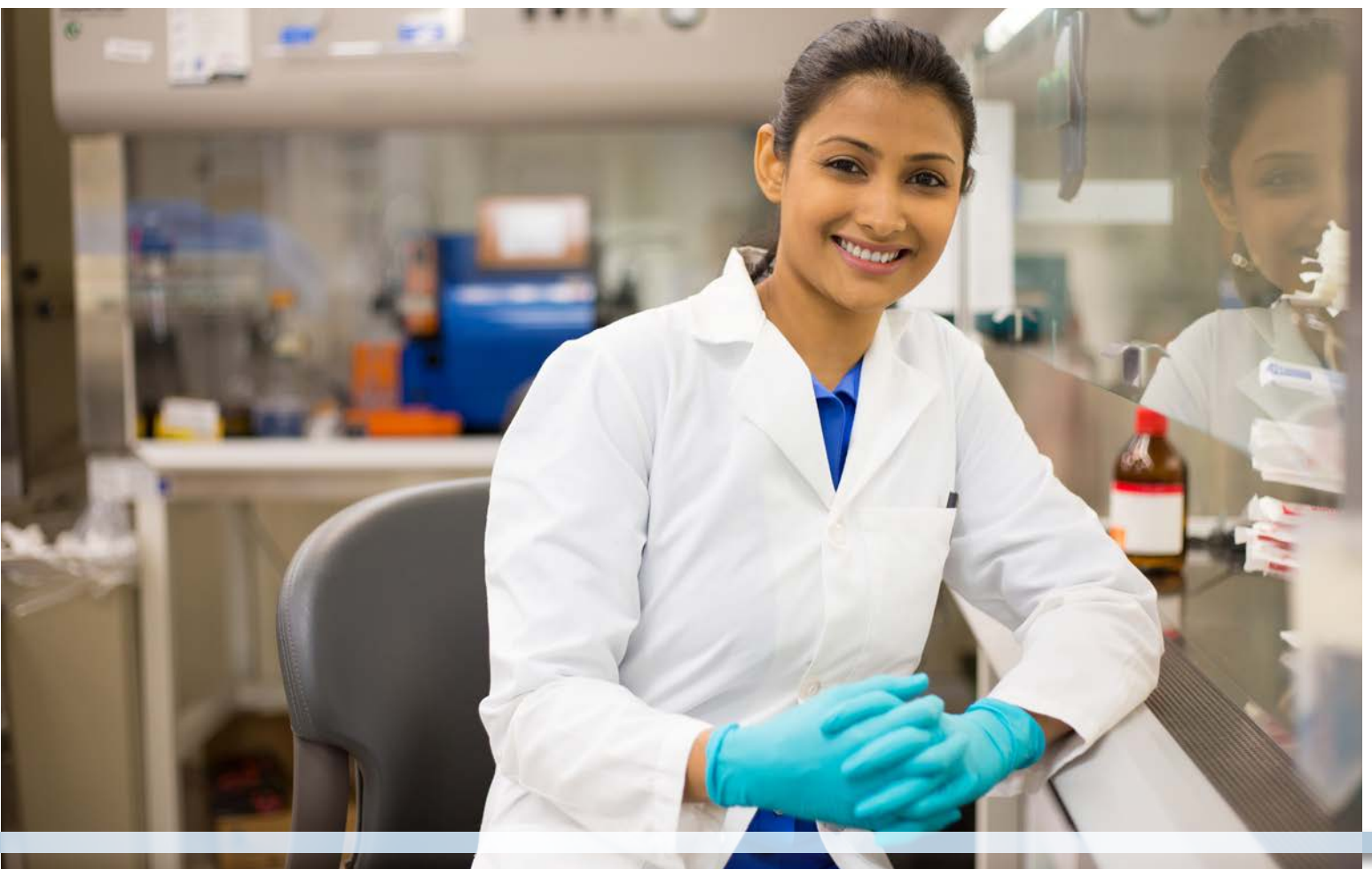


POSITION SUMMARY

The Executive Director serves as the chief executive leader of the CARE Fund, accountable for the program's overall strategy, operations, and impact. Reporting directly to the CARE Fund Board of Directors, the Executive Director ensures that all activities align with the organization's enabling legislation (Chapter 43.348 RCW), Board policies, and contractual agreements with the State of Washington and Washington Cancer Impact Foundation.

This role operates at the intersection of public policy, philanthropy, and scientific innovation. The Executive Director is responsible for translating legislative intent and Board priorities into actionable programs that drive measurable outcomes.

As the primary representative of the CARE Fund, the Executive Director engages extensively with state elected officials, government agencies, research institutions, and external partners to sustain funding, promote the organization's work, and expand its reach.





KEY RESPONSIBILITIES

Governance and Board Partnership

The Executive Director serves as the principal staff partner to the CARE Fund Board, supporting effective governance through strategic guidance, transparent communication, and operational execution. This includes ensuring compliance with statutory requirements and implementing Board-approved policies and priorities.

Government Relations and Legislative Engagement

A central function of the role is maintaining strong relationships with the Washington Governor's Office, Washington State Legislature, and key agencies. The Executive Director serves as the Fund's primary liaison to entities such as the Governor's Office, Department of Commerce, Office of Financial Management, and the Attorney General's Office, ensuring compliance, reporting accuracy, and sustained legislative support.

This responsibility also includes advocating for stable and expanded funding, requiring a nuanced understanding of public policy, state budget cycles, and political dynamics.

Grantmaking and Program Leadership

The Executive Director oversees all aspects of the CARE Fund's grantmaking program, ensuring that investments align with strategic priorities and deliver measurable impact. This includes guiding program design, supporting evaluation processes, and ensuring that funded research advances both scientific discovery and public benefit.

Operational Leadership and Administration

In collaboration with Washington Cancer Impact Foundation, the Executive Director oversees organizational operations, including financial management, contracts, communications, and administrative systems. The role also includes supervising staff and managing external vendors or contractors to ensure efficient and effective program delivery.

External Relations and Communications

As the public face of the CARE Fund, the Executive Director communicates the organization's mission, impact, and priorities to a broad set of stakeholders. This includes the research community, policymakers, donors, and the public. Effective storytelling and transparent communication are essential to maintaining credibility and expanding influence.

Fund Development and Strategic Partnerships

The Executive Director works with the Board to identify and secure additional funding sources beyond state appropriations. This includes cultivating relationships with philanthropic partners and aligning investments to complement and expand the CARE Fund's impact.



CANDIDATE QUALIFICATIONS

The ideal candidate will bring a blend of strategic leadership, political acumen, and operational expertise, with a demonstrated commitment to advancing public health and innovation. Further they will bring deep experience at the intersection of nonprofit leadership, public policy, and research or grantmaking environments.

Key qualifications include:

- Minimum of 10 years of nonprofit leadership experience, with a preference for philanthropy or grantmaking environments
- Demonstrated success in government relations and legislative engagement with a strong understanding of Washington State and budget processes
- Experience managing public-private partnerships and navigating complex regulatory frameworks
- Proven ability to work effectively with a Board of Directors
- Strong track record of building strategic partnerships and driving measurable outcomes
- Expertise in grantmaking, program management, and performance-based funding models.

A commitment to equity, public service, and improving health outcomes is essential, along with the ability to lead with integrity, adaptability, transparency and strategic clarity.



LEADERSHIP COMPETENCIES

The Executive Director must demonstrate the following leadership capabilities:

- **Strategic and Visionary Thinking:** Ability to guide the organization through its next phase of growth and impact
- **Political Acumen:** Skilled in translating legislative priorities into effective action
- **Relational Leadership:** Builds trust across government, research, policy makers, industry partners and community stakeholders
- **Operational Excellence:** Ensures strong execution, accountability, and compliance
- **Innovation and Adaptability:** Navigates complexity and evolving priorities with creativity and resilience
- **Communication and Influence:** Serves as a compelling and credible advocate for the CARE Fund while communicating across multiple audiences with clarity, purpose and diplomacy



THE COMMUNITY

The CARE Fund operates within Washington State's highly regarded life sciences ecosystem, which includes leading research institutions, healthcare systems, and biotechnology companies. The organization's work directly supports researchers and innovators while delivering long-term benefits to patients and communities statewide.

By funding cutting-edge cancer research, the CARE Fund contributes to improved health outcomes, economic growth, and job creation. Its investments have already supported hundreds of research initiatives, generated significant scientific knowledge, and strengthened Washington's role as a national leader in this field.

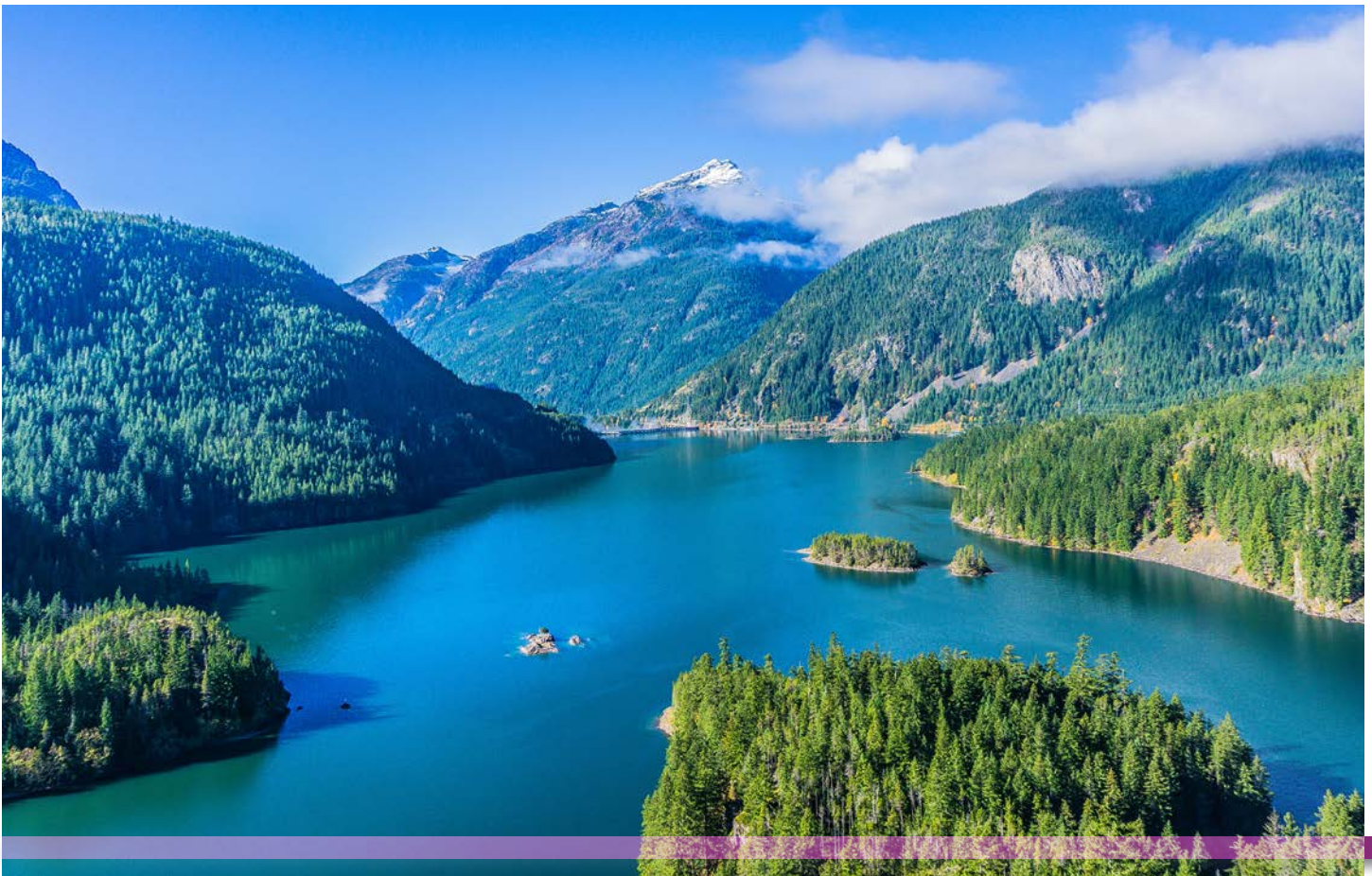
The Executive Director plays a critical role in sustaining and expanding these connections, ensuring that the CARE Fund remains responsive to both scientific opportunities and community needs.

Who We Are: <https://www.wacarefund.org/about/who-we-are/>

The Staff: <https://www.wacarefund.org/about/staff/>

The Board: <https://www.wacarefund.org/about/board-members/>

Grants: CARE Fund grants are designed to promote cancer research led by public and private entities conducting cancer research in Washington State



PROCEDURE FOR CANDIDACY



The selection of the Executive Director will be led by the CARE Fund Board of Directors. Candidates will be evaluated based on their leadership experience, alignment with the organization's mission, and ability to operate effectively within a complex public-private environment.

The successful candidate must reside in Washington State and be able to lead a statewide, remote operation while maintaining strong and visible engagement with stakeholders across the region.

Application materials, nominations, and inquiries can be directed to:

Charlene Aguilar

Senior Partner

CAguilar@wittkiewer.com

Andrew Bean, Ph.D.

Principal

abean@wittkiewer.com

Compensation and Benefits

In alignment with Washington State compensation transparency practices, the salary range for this role is \$220-250K, depending on qualifications and experience. The final hiring salary is commensurate with experience.

The CARE Fund offers a comprehensive benefits package, including fully employer-paid medical and dental coverage, retirement contributions, insurance benefits, and paid time off.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Andy Hill CARE Fund documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

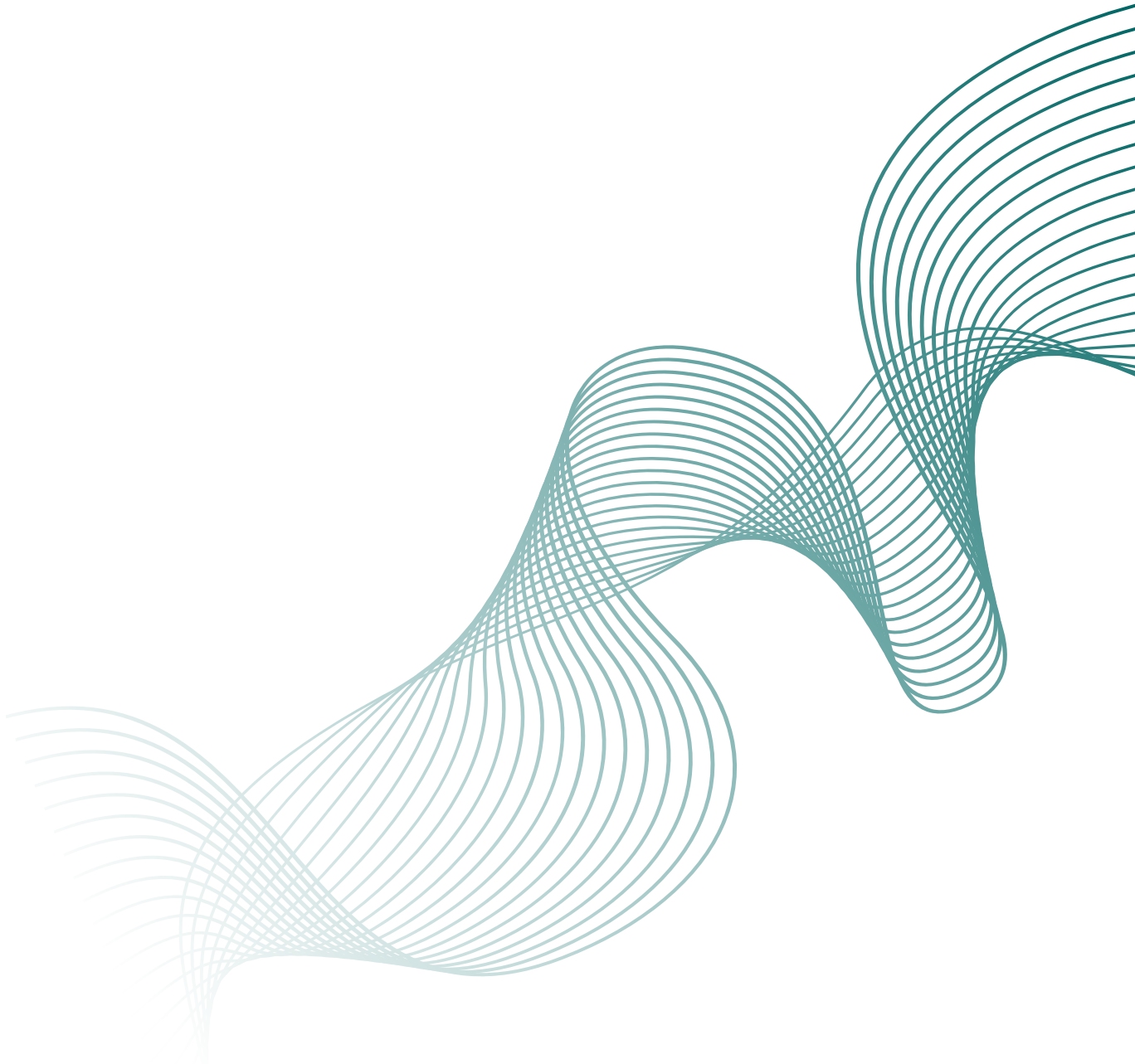
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APPENDIX: ORGANIZATIONAL IMPACT

- Established in 2015 by the Washington State Legislature
- More than \$81 million awarded in research funding since 2018
- Over 500 scholarly publications supported through funded research
- 459 jobs created across Washington State
- Expanded grant funding through a \$30 million legislative investment in 2023
- Recognized nationally as a leading public-private model for advancing cancer research through state funding





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