

**Job Announcement
Executive Director
Tennessee Coalition for Better Aging
August 3, 2026**

Lead Tennessee's Voice for Aging

The Tennessee Coalition for Better Aging is seeking an entrepreneurial, relationship-driven Executive Director to build one of the state's influential advocacy organizations for older adults and family caregivers.

This is a rare opportunity to shape public policy, influence state leaders, build statewide partnerships, and help create the future of aging services in Tennessee.

About TCBA

The Tennessee Coalition for Better Aging (TCBA) is a grassroots, member-led organization dedicated to improving the lives of older Tennesseans and their families. Founded in 2017, TCBA mobilizes community resources, educates the public and policymakers, and advocates for policies and programs that help older adults age with dignity and ensure family caregivers receive the supports they need.

As TCBA enters an exciting new phase of growth, we are transitioning from an all-volunteer coalition to an independent nonprofit organization.

Position Summary

This is a full-time position. The Executive Director serves as TCBA's chief advocate, strategist, relationship builder, and public spokesperson. The Executive Director will cultivate partnerships across government, healthcare, business, philanthropy, and the nonprofit sector while advancing policies that improve the lives of older Tennesseans.

The position will be based in Middle Tennessee. While the Coalition maintains an office in Nashville, remote work is an option. The Executive Director must be available to attend legislative sessions, policy meetings, and other mission-critical events in Nashville on a frequent basis and, when necessary, with short notice

Principle Responsibilities

- **Advocacy & Government Relations**
 - Serve as TCBA's primary advocate before the Tennessee General Assembly, state agencies, and policymakers.
 - Build trusted relationships with legislators, executive branch leaders, and key state agencies.

- Develop and execute legislative and public policy strategies.
- Organize coalition advocacy campaigns.
- Present policy recommendations.
- Monitor legislation affecting older adults and caregivers.
- Position TCBA as the trusted statewide resource on aging policy.
- **External Relations & Strategic Partnerships**
 - Build relationships with advocacy organizations, providers, foundations, universities, businesses, the media, and community leaders.
 - Expand TCBA's statewide network.
 - Represent TCBA at conferences and public events.
 - Develop partnerships that increase influence and organizational sustainability.
 - Serve as the public face of the organization.
- **Coalition Development**
 - Expand statewide membership.
 - Recruit new organizational partners.
 - Foster collaboration among providers, advocates, caregivers, businesses, and government.
 - Develop member engagement strategies.
 - Increase member participation in advocacy initiatives.
- **Strategic Leadership**
 - Establish TCBA as an independent nonprofit organization.
 - Work with the board to develop and implement a strategic plan.
 - Position TCBA as a leading voice for aging policy.

Candidate characteristics

- High level strategic thinking and planning.
- Excellent communicator.
- Comfortable speaking before legislators, media, conferences, and large public audiences.
- Strong work ethic with a high degree of energy.
- Ability to lead organizations through periods of transition and growth.
- Demonstrated political judgment and ability to navigate complex public policy environments.
- The ability to listen deeply, make thoughtful decisions, and communicate clearly.
- Consensus builder.
- Comfortable working across political perspectives.
- Ability to influence without formal authority.
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Qualifications

- Bachelor's degree or higher preferred, and minimum of 5- years of experience relevant to job functions.
- Experience working for or in collaboration with government, community-based, and not for profit organizations.
- Knowledge of the aging landscape including familiarity of issues impacting older adults and those who work with them and knowledge of the human service delivery system.
- Demonstrated success in legislative advocacy, public policy, coalition leadership, stakeholder engagement, or government relations.

Compensation and Benefits

- Salary Range: 100,000- 110,000, commensurate with experience.
- Benefits:
 - Health, dental, and short term disability insurance
 - 403b retirement plan
 - Twelve holidays and 18 days of PTO
 - Flexible scheduling

The Executive Director will be an employee of the Tennessee Disability Coalition, fiscal sponsor for the Tennessee Coalition for Better Aging as it moves toward independence. The Tennessee Disability Coalition is committed to providing equal opportunity and equal access. No person will be discriminated against for any reason, including race, religion, creed, color, sex, age, national origin, sexual orientation, gender identity, veteran status, disability, or Limited English Proficiency. In alignment with those principles, the organization requires that each employee adhere to the same standard of non-discrimination. To learn more about the Coalition, visit the website, www.tndisability.org

Applicants should submit a letter of interest and a current resume to: hr@tndisability.org

Applicant screening begins immediately and continues until the position is filled.