WAFP

EXECUTIVE VICE PRESIDENT

ANNUAL BUDGET: $1.1M

TOTAL STAFF: 4

ANNUAL SALARY: $150,000 - $170,000 DOE

LOCATION: Bellevue, WA



wafp.net

The Washington Academy of Family Physicians, a 501(c)(6) not-for-profit membership organization, is an independent affiliate of the American Academy of Family Physicians (AAFP).

Executive Vice President Opportunity

WAFP seeks a thoughtful, creative leader who understands the importance of Family Medicine for Washington communities and families. The next EVP will build on the 70+ year history of advancing the field of Family Medicine and supporting the development and leadership of Family Medicine practitioners.

The EVP will also oversee the WAFP Foundation, 501(c)(3) organization, which helps to fund students and residents pursuing careers in family medicine. The Foundation also supports ongoing professional development of family physicians seeking to enhance their skills and expertise.

The ideal candidate will be a highly organized self-starter who exhibits curiosity to learn about the field of Family Medicine. They will be a strong communicator and connector – engaging WAFP members and other family medicine physicians, lawmakers, community partners, and donors to explore and act on various issues essential to the practice of Family Medicine. The EVP will lead a talented staff team (three staff, plus a contract lobbyist), as well as direct the fiscal and administrative management of both organizations. The next EVP will need to be creative and adaptable in supporting the changing landscape of Family Medicine.



THE ORGANIZATION



Mission

We are physicians, residents, and students who specialize in Family Medicine. We empower and support family physicians caring for patients, families, and communities to advance health for all people in Washington State.

WAFP's Work

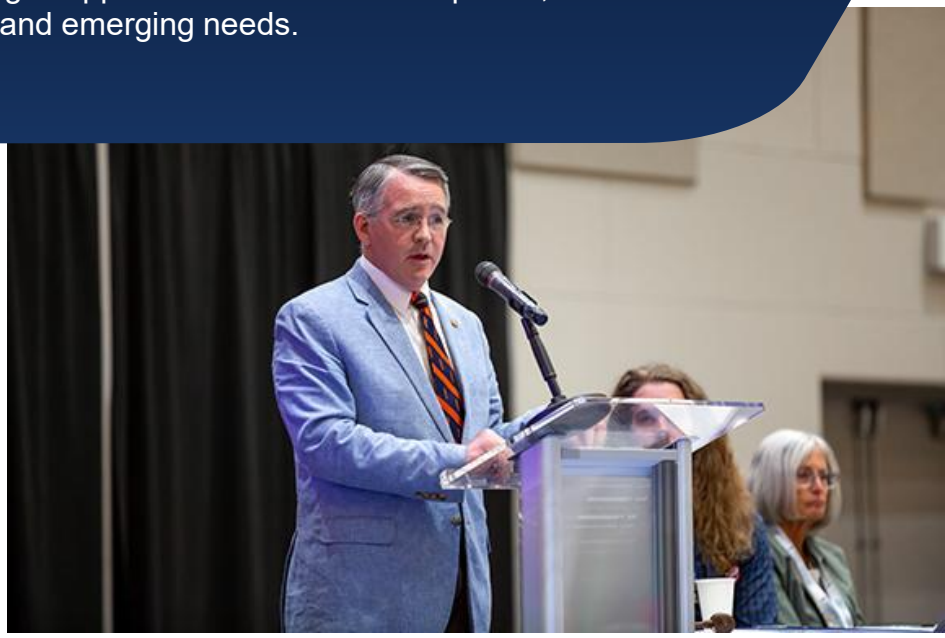
Advocacy: The Academy advocates for state and local legislation that promotes health equity, access to care, and family medicine. Issues that impact the health and well-being of residents in the State of Washington are thoughtfully studied to help discern if the organization should take a public position on those policies. If so, leadership works with a contracted lobbyist to help make an impact at the State Legislature.

Each year, WAFP staff coordinate Family Medicine Advocacy Day, bringing WAFP members to Olympia to advocate on issues important to primary care and practicing family medicine. WAFP also works with colleagues in AAFP's Washington, DC, office on federal policies with local impact.

Education: WAFP provides educational resources to family physicians, students, and residents on a variety of health concerns and timely issues such as adolescent care, immunization and vaccines, mental health, palliative care, reproductive health, substance use disorder, and weight inclusive care, along with the social determinants of health.

Professional Support: WAFP seeks to support practicing family physicians through a variety of resources such as compensation data, information about career pathways, practice management resources, and connections to mental health resources for physicians. The organization also manages a job board, connecting employers and employees across the spectrum of roles in family medicine.

The WAFP Foundation, a 501(c)(3) organization, fosters the advancement of family medicine in Washington through support for workforce development, advocacy, leadership development, and emerging needs.



The Foundation's Work

Financial Support for Students and Schools: The Foundation advances family medicine in WA by providing annual grants to schools who are training the next generation of family physicians. In addition, Rural Practice Interest grants expand and improve rural practice training.

The Foundation also provides direct financial support to students and residents in the form of scholarships for research, leadership training, and community service. Financial support helps future family physicians participate in career building opportunities, including an annual conference for residency exploration and leadership development.

Leadership Development: The Foundation supports physicians in becoming leaders as they grow into their careers. It provides scholarships for advanced training and professional development and awards honoring outstanding educators and physician leaders.

Community Building: The Foundation facilitates events that connect family medicine physicians, residents, and students across Washington.



THE POSITION

The WAFP Executive Vice President (EVP) role is a unique opportunity for a nonprofit leader to support the critical work of family physicians across Washington State. Family medicine delivers holistic and comprehensive healthcare at all ages of life. Representing nearly 4,000 physicians, residents, and students, WAFP is the largest medical specialty organization in Washington State.



The EVP will work closely with the Boards of both the Academy and the Foundation to execute on the strategic goals and objectives established by the Boards of Directors. They will ensure that the daily activities of the organizations support program and membership goals, strategic objectives, and legislative priorities. Responsibilities include planning and execution, advocacy and communications, program implementation and administration, personnel and fiscal management, budgeting, membership development and retention, and officer support.

This is a unique opportunity for an experienced nonprofit executive to shape the next chapter of a mission-driven organization. The EVP will have the opportunity to reimagine how the association attracts, serves, engages and retains members, while strengthening its position as an essential resource and voice for the industry. The organization is seeking a leader who can honor the association's history while bringing new energy and a compelling vision for growth.



LEADERSHIP ATTRIBUTES AND EXPERIENCE



A successful candidate will bring a combination of all or most of the following attributes:

- Demonstrated success leading and developing a strong staff team and workplace culture
- Strong interpersonal skills, including the ability to connect authentically and sustain relationships with a wide variety of stakeholders – from medical students to lawmakers
- Significant experience with fiscal and administrative management of nonprofit organizations
- Experience in engaging members of a community to become more deeply connected and involved
- Demonstrated experience in building an organization's financial sustainability, through fundraising efforts, earned income, and/or revenue diversification
- Strong interest in learning about and promoting the field of Family Medicine, as well as learning about policies that affect the experience of family physicians in Washington



COMPENSATION & BENEFITS



This is a full-time non-exempt position with a salary range of $150,000 – 170,000, DOE. Must be authorized to work in the United States and successfully pass background and reference checks.

Benefits include health insurance, retirement account investment, PTO, and compensation for use of personal phone.

Working Conditions

WAFP employs a hybrid work model, with staff working remotely and in-person at the Bellevue office. The EVP should expect to be in-office as much as is necessary to successfully execute the role (one-day/week at minimum). This is not a fully remote role. The position does require some evening work and occasionally requires overnight travel in order to support member engagement at critical conferences and meetings.

Equal Opportunity Employment

The WAFP and the Foundation are committed to a policy of equal employment opportunity. Therefore, they do not consider race, color, creed, religion, sex, age, national origin, citizenship, political ideology, veteran or marital status, sexual orientation, gender identity, gender expression, or the presence of any sensory, physical or mental disability, or any other bases prohibited by local, state, or federal law when making employment decisions.

To Be Considered

To be considered for the EVP role, please submit a cover letter addressed to the WAFP Board of Directors and a resume to careers@wafp.net. The position will remain open until filled, with a priority deadline of December 4, 2026. Review of candidate materials and screening interviews will occur on a rolling basis in November.

Any questions should be directed to careers@wafp.net.

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