



NCPG

National Council on Problem Gambling

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Executive Director

Vetted
Solutions

A PASSION FOR PURPOSE

Organization Overview

Since 1972, the National Council on Problem Gambling (NCPG) has led state and national constituents in the development of comprehensive policies and programs for all those affected by problem gambling. Our vision is to improve health and wellness by reducing the personal, social and economic costs of problem gambling.

To that end, the National Council on Problem Gambling provides a range of resources, including education and training programs, answers to commonly asked questions, and information about treatment and the National Problem Gambling Helpline (1-800-GAMBLER) to connect people with help in their state.

1-800-GAMBLER® is used by agreement with the Council on Compulsive Gambling of New Jersey, Inc.

NCPG's mission encompasses these key areas:

Advocacy

- Serves as a national voice for individuals and families impacted by problem gambling.
- Promotes the development and availability of programs and services to support those affected.

Policy Development

- Collaborates with constituencies at both state and national levels.
- Help shape comprehensive policies and programs aimed at addressing problem gambling.

Neutrality

- Maintains an impartial position on gambling itself.
- Focuses exclusively on supporting those experiencing gambling-related harm, rather than taking a stance for or against gambling.

Awareness and Education

- Raises public awareness about the risks and realities of problem gambling.
- Provides educational resources and training for professionals and the general public.
- Promotes responsible gambling behaviors.

Support

- Offers direct resources and assistance to individuals and families, including access to a national helpline.
- Connects those in need with support services and information.

Research and Training

- Supports and encourages research into the causes, effects, and solutions for problem gambling.
- Delivers specialized training for professionals working in prevention, treatment, and support roles.

With a mission to lead awareness and advocacy efforts to reduce gambling-related harm, the current long-term strategies for NCPG are:

- NCPG is the leading national provider of tools and information about problem gambling and responsible gambling.
- A strong national infrastructure supports services for problem gambling prevention, treatment and recovery.
- Problem gambling is fully integrated into the public health system.
- NCPG is the national advocate for mitigating gambling-related harm.
- NCPG is operationally sustainable.

NCPG, whose staff operate in a Washington, DC office and also remotely, has an operating budget of \$5.8 million and a staff of 14. It has a robust partnership with its state affiliates who are an important part of its governance structure as well as its state advocacy, prevention and treatment efforts.

Position Overview

NCPG seeks a dynamic, visionary, and inclusive Executive Director (ED) to lead the organization into its next chapter of growth and impact. The ED will partner with the Board of Directors, members, staff, and other constituencies to advance NCPG's mission: serving as the national advocate for programs and services to assist people and families affected by problem gambling.

NCPG's new ED must be a strategic, innovative, and financially savvy leader who can foster a culture of transparency, accountability, and inclusiveness. This individual will drive organizational sustainability, champion innovation, and ensure NCPG's continued leadership in the evolving landscape of gambling and behavioral health. In addition to closely working with the Board of Directors, the ED will empower and enable staff to utilize their expertise in addressing issues in a rapidly changing environment.

As the nation's foremost advocate for individuals and families impacted by problem gambling, NCPG has a proud legacy of leadership, collaboration, and innovation. The new ED will be entrusted with building on this foundation, working closely with the Board of Directors to chart a bold and visionary path forward.

By anticipating emerging trends, setting national standards, and promoting exemplary practices, the ED will ensure that NCPG remains the unifying force that brings together state affiliates and diverse constituencies at the national, state, and local levels under a shared mission.

Through strategic partnerships, forward-thinking advocacy, and a relentless commitment to excellence, the ED will elevate NCPG's influence and impact—making it an even more vital resource for prevention, education, and support nationwide thus ensuring that the organization continues to lead the way in shaping the future of problem gambling awareness and care.

Key Responsibilities

Strategic Vision & Leadership

- Collaborate with the Board to refine and deliver NCPG's strategic plan, ensuring alignment with the organization's mission and vision.
- Lead the evolution of NCPG's business model, focusing on sustainable, ethical revenue streams,

including reimagining membership affordability and growth.

- Anticipate and respond to emerging trends in gambling, technology, and public health, positioning NCPG as a national leader.

Advocacy & External Relations

- Serve as a key spokesperson and advocate for NCPG, representing the organization with policymakers, the media, and partner organizations to build community awareness.
- Build and maintain strategic partnerships with government agencies, the regulated gambling industry, and allied organizations to promote collaboration over competition.
- Manage and grow donor relations, and steward major gifts and grants, including federal oversight and special projects.

Membership Engagement & Value

- Drive efforts to grow and diversify NCPG's membership, ensuring value, and engagement for all segments.
- Oversee the development and delivery of high impact programs and resources that address the needs of members and the broader community.
- Foster a culture of innovation, inclusion, and continuous improvement in member services.

Emerging Issues

- Proactively address the emerging risks associated with gambling-related harm.
- Develop targeted strategies, educational initiatives, and research efforts to understand and mitigate the unique challenges posed by new and emerging issues.
- Foster partnerships with technology experts, regulatory bodies, regulated operators, and behavioral health professionals, to ensure that NCPG remains at the forefront of identifying trends, shaping policy, and delivering effective prevention and intervention services.
- Equip staff, members, and the wider community with the knowledge and tools necessary to navigate the rapidly evolving landscape of gambling.
- Develop strategies to educate key constituencies and the general public about regulated versus illegal and unregulated gambling operators.

Standards of Care

- Champion the development, implementation, and continuous improvement of evidence-based practices to ensure the highest quality of support for individuals affected by gambling-related harm.
- Collaborate closely with clinical teams, partner agencies, and community partners to foster a culture of transparency, accountability, compassion, and excellence.
- Partner with the Board of Directors on organizational priorities that include driving innovation in care delivery, ensuring compliance with regulatory and ethical standards, and ultimately advancing the NCPG mission to provide hope, healing, and recovery to those we serve.
- Create opportunities to work with certification boards, state affiliates, and others in the establishment of professional standards.

Operational Excellence & Financial Stewardship

- Oversee daily operations, ensuring efficiency, compliance, and alignment with NCPG's mission and values.
- Develop and manage the annual budget, in conjunction with the Board of Directors, Finance Committee, and staff ensuring prudent financial stewardship and sustainability of revenue.
- Lead and mentor a high-performing staff, fostering a collaborative, adaptable, and inclusive work environment.

Board Governance & Collaboration

- Provide guidance on best practices in nonprofit governance, legal compliance, and policy development.
- Ensure the Board is informed and engaged on important matters impacting NCPG, including financial performance, strategic initiatives, and operational challenges.
- Ensure the Board is promptly informed of any significant issues or developments that require communication to the broader community, providing the Board with the opportunity to review and discuss such matters prior to any public dissemination.
- Plan and coordinate Board of Directors meetings and support officers in their leadership roles.

Qualifications and Experience

- Bachelor's degree: advanced degree or relevant certification (e.g., CAE) preferred.
- Minimum of 10 years' senior management experience, ideally in a nonprofit, behavioral health, or advocacy-focused environment.
- A deep understanding of behavioral health as well as nonprofit management. An understanding of gambling related harm is preferred.
- A track record of fundraising/driving mission related revenue streams.
- Demonstrated financial acumen with experience in budgeting, revenue diversification, and fundraising.
- Proven ability to engage and build consensus among diverse groups, including but not limited to, affiliates, advocates, policymakers, donors, and partner organizations.
- Strong advocacy, public relations, and communication skills (with experience representing organizations at the national level preferred).
- Track record of innovation, adaptability, and managing organizational change.
- Experience with federated models, policy, and project management is highly desirable.
- High emotional intelligence, mentorship abilities, and a servant-leader approach.
- An inclusive and visionary leadership approach that ensures a collaborative and innovative culture where all voices are valued.
- Exceptional relationship-building and networking skills across diverse groups.
- Ability to navigate complex policy landscapes.
- Adaptable and comfortable navigating rapid change.
- High integrity, humility, and a sense of humor.

Success Factors

The newly selected ED will ultimately work with the Board to finalize these Success Factors for the first year and by the third year, but early focus includes:

- An evolving business model that builds on NCPG's success that creates growth in organizational capacity and a refreshed mandate for the future.
- Enhanced alignment, collaboration and trust between NCPG, the affiliates, and other constituents, to ensure a unified approach and more meaningful involvement of all constituencies.
- A public awareness strategy that increases recognition of the resources available to address gambling-related harm and to increase the visibility of the impact delivered by NCPG and the affiliates.

Digital Presence

Web: [National Council on Problem Gambling](#)

LinkedIn: <https://www.linkedin.com/company/ncpg-usa>

X: <https://x.com/ncpgambling?lang=en>

Compensation

Compensation for this role will reflect a range of factors including relevant experience, demonstrated expertise and other considerations. NCPG's good faith starting salary estimate for this position is \$200,000 to \$250,000. Additionally, NCPG offers a competitive benefits package for its employees.

Vetted Solutions is an executive search firm focused on serving the Board, ED and senior staff recruitment needs of purpose driven organizations.

For confidential consideration, please email your resume and cover letter to NCPGEDSearch@vettedsolutions.com or call +1 202 544 4759.

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