

INTRODUCTION TO PAC

We're **PREVENTION ACCESS CAMPAIGN (PAC)**, the founding organization of the thriving global **U=U** movement that is transforming lives and accelerating an end to the HIV epidemic. At an exciting time in our development, we're looking for Board members excited to support us during this period of growth.

At our launch in 2016, PAC created a consensus with leading researchers on the science of **Undetectable = Untransmittable** (that someone living with HIV on treatment and with an undetectable viral load has zero risk of transmitting HIV sexually). Since then, we brought this powerful message to global bodies, ministries of health, healthcare workers, civil society organizations and the wider public. Simple at first glance, the **U=U** message is a powerful intervention that is dismantling deeply entrenched HIV stigma, unlocking access to HIV prevention and treatment and bringing an end to damaging, outdated and discriminatory laws, policies and practices. **U=U** is the foundation to not only greatly improve the social, sexual and reproductive lives of people living with HIV but also to accelerate toward ending AIDS as a public health threat.

Led by our founder Bruce Richman, we've operated essentially in start-up mode since we started, achieving great strides to build the international movement. While we continue with that important work, we're also taking a pause to be more intentional and structured about what comes next. We're working on a new strategic plan to ensure we focus our resources where they can have the biggest impact, and we're making key decisions about our internal structure and governance with the aim of remaining nimble and responsive while embedding resilience and sustainability into our model.

OUR STRUCTURE

PAC has a hybrid structure:

- We are a public charity registered in the state of New York, USA (a 501c3 under title 26 of the US Code).
- We're also an independent project which is fiscally sponsored by a larger charity, SEE (Social and Environmental Entrepreneurs) which is registered 501c3 in the state of California.

Currently SEE is responsible for all our HR, finance and legal functions (including employment of staff), with ultimate governance responsibility on behalf of PAC. Over time, our plan is for a carefully managed process to move away from being fiscally sponsored to become legally responsible for our own affairs. Our Board is structured to recognize this hybrid approach, with most of the formal legal responsibilities resting with SEE.

ROLE OF THE BOARD

Our Board of Directors will play a critical role in our success, with responsibility for setting our strategic direction and making sure we have the resources we need to achieve our goals. The Board is also responsible for making sure that we operate within legal and ethical guidelines. Our Board will develop with the organization as our legal structure changes. Initially, Board members will have advisory responsibilities, but will operate as a shadow Board, taking over full legal responsibilities as we eventually separate from our fiscal sponsor and operate independently.

PAC BOARD MEMBER JOB DESCRIPTION

The Board will support the work of PAC and provide mission-based leadership and strategic governance and oversight. While day-to-day operations are led by PAC's chief executive officer (CEO), the Board-CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board Member responsibilities include:

- Serving as a trusted advisor to the CEO as they develop and implement PAC's strategic plan.
- Reviewing outcomes and metrics created by PAC for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials before board and committee meetings.
- Approving PAC's annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities.
- Contributing to an annual performance evaluation of the CEO.
- Assisting the CEO and Board chair in identifying and recruiting other Board Members.
- Partnering with the CEO and other board members to ensure that board resolutions are carried out.
- Serving on committees or task forces and taking on special assignments.
- Representing PAC to stakeholders; acting as an ambassador for the organization.
- Ensuring PAC's commitment to a diverse board and staff that reflects the communities PAC serves.

This is an extraordinary opportunity for individuals who are passionate about PAC's mission and with the relevant experience and expertise. We're looking for Board members who have achieved leadership stature in business, government, philanthropy, or the nonprofit sector. Service on PAC's Board of Directors is without remuneration, except for travel, and accommodation costs in relation to Board Members' duties.

WHO WE'RE LOOKING FOR

We're looking for new Board members to join us on our journey, helping us deliver effective and inspiring oversight and governance. Successful candidates need to be passionate about

PAC's mission and committed to transforming the lives of people living with HIV. We're particularly looking for people with lived experience of HIV, from those communities who are often marginalized and disenfranchised, and eligible to serve as a board member in the USA.

IDEAL TRUSTEES WILL BE:

- Able to demonstrate personal qualities of integrity and credibility, with a passion for improving the lives of PAC's beneficiaries.
- Comfortable with risk and a developing operating landscape.
- Able to demonstrate a core skill or network including:
 - Experience of U=U activism/advocacy
 - Experience of nonprofit management in the context of the USA
 - Understanding of how to create social change
 - Strategic planning expertise
 - Tech and digital skills
 - Comms expertise
 - Philanthropy expertise
 - Networks of potential donors and supporters.

BOARD DEVELOPMENT

PAC is committed to providing education and training to allow board members to thrive in the role. Full induction and support will be provided.

APPLICATION PROCESS

Candidates are invited to submit a CV and supporting statement indicating why you would be a suitable candidate to be appointed to the Board. This will then be assessed, and shortlisted candidates will be invited to an interview held virtually.

Applications should be sent to natalie@preventionaccess.org

KEY DATES

CLOSING DATE 31ST JANUARY 2025

INTERVIEWS MID-FEBRUARY 2025

**IN-PERSON BOARD WEEKEND,
ATLANTA, GA 12TH & 13TH APRIL 2025**