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ABC NEWSLETTER

CURRENT EVENTS AND TRENDS IN BLOOD SERVICES

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2024 #3 **January 19, 2024**

INSIDE:

ACBTSA Vote on Proposed Surge Capacity Recommendations

The U.S. Department of Health and Human Services (HHS) Advisory Committee on Blood and Tissue Safety and Availability (ACBTSA) met on January 11th to discuss and vote on recommendations to be proposed to HHS Secretary Xavier Becerra, JD regarding surge capacity for blood and blood products. America's Blood Centers (ABC) had previously submitted comments to the ACBTSA in response to the committee's recommendations in June and November of 2023. Also, ABC and the blood community provided additional comments jointly to the ACBTSA in December 2023 supporting recommendations that government resources be made available to blood centers during national and regional emergencies.

During the ACBTSA meeting, the committee incorporated several of ABC's recommendations including:

- "that the HHS Office of Infectious Disease and HIV/AIDS Policy (OIDP) create a publicly available action plan that includes specific activities to safeguard the availability of blood; and indicates how the agency intends to implement coordination and collaboration with other federal entities, including the U.S. Food and Drug Administration (FDA);"
- that the HHS Secretary support additional public awareness campaigns with funding being distributed to blood collection agencies for local campaigns. The committee added that such "funding should also support data analytics to increase the donor pool and determine effectiveness."

Some additional recommendations that the committee voted in favor of included:

- "the committee recommends that an HHS funding organization offer grant or contract funding that enables validation of existing products for extending the outdate of perishable materials used to manufacture blood or blood components. The Assistant Secretary of Health should identify the specific HHS funding organization entrusted with overseeing and implementing this endeavor;
- the committee recommends that HHS, including the FDA convene a multiorganizational working group, including suppliers, government agencies, and national experts from leading blood associations and organizations, to identify potential opportunities to pre-establish additional regulatory flexibility that could be granted in case of short- or long-term surge capacity needs to extend the U.S. blood supply. This analysis shall include an assessment of risks and burdens associated with the different temporary options.

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ACBTSA Vote on Proposed Surge Capacity Recommendations (continued from page 1)

- The actionable goals of this working group would be a list of suggested short-term changes to regulations that would be implemented only during emergencies when the necessary surge capacity could not be achieved in a timely manner without the implementation of some or all of these changes."

The committee also discussed and agreed to form two working groups of the ACBTSA to continue revising and developing other recommendations to propose to the HHS Secretary. Specifically, these working groups will address reimbursement issues regarding the functionality of the blood industry; and measures that can be taken during "extreme circumstances" to ensure the safety and availability of blood.

The full recommendations are expected to be published in the coming weeks. ABC will continue to provide updates regarding the ACBTSA recommendations. An archive of all letters and comments on America's Blood Centers' blood advocacy initiatives is available on the ABC website.

(Source: ACBTSA Meeting, 1/11/24)

FDA & CMS Issue Statement on Laboratory Developed Tests Regulation

The U.S. Food and Drug Administration (FDA) and the Centers for Medicare & Medicaid Services (CMS) published a joint statement on January 18th addressing laboratory developed tests (LDTs). In the statement attributed to Jeff Shuren, MD, JD, director of the FDA's Center for Devices and Radiological Health (CDRH) and Dora Hughes, MD, MPH, acting chief medical officer and acting director of the Center for Clinical Standards and Quality [at] CMS, the officials said, "[b]oth CMS and the FDA believe that patients and their doctors need to know that LDTs are valid. The FDA and CMS both provide oversight to help assure the accuracy of test results, however, they have different roles. CMS regulates laboratories that perform testing on individuals in the U.S. through the Clinical Laboratory Improvement Amendments of 1988 (CLIA) by establishing quality standards for all laboratory testing to help ensure the accuracy, reliability, and timeliness of patient test results. In 2013, CMS published a fact sheet on LDTs, outlining each agency's authority and the complementary roles of the two regulatory schemes. That said, a decade later, in connection with the FDA's notice of proposed rulemaking, we are — together — reiterating that CMS's CLIA program is separate in scope and purpose from FDA oversight."

The agencies explicitly addressed proposed comments that CLIA expansion can tackle concerns with LDTs. "This is not the answer. As was stated in our 2015 testimony, CMS does not have the expertise to assure that tests work; the FDA does. Moreover, establishing a duplicative system for the oversight of tests by expanding CLIA would create more government bureaucracy and inconsistencies. That makes no sense. The FDA and CMS have long stood together in mutual support of FDA oversight of the analytical and clinical validity of LDTs. LDTs play an important role in healthcare, but when they perform poorly or are not supported by science, they put patients at risk. The current approach has enabled some tests to enter the market with unfounded claims of innovation. These claims can mislead the public, undermine legitimate competition and disincentivize responsible, science-based innovation. Applying the same oversight approach to laboratories and non-laboratories that manufacture tests would better assure the safety and effectiveness of LDTs and would remove a disincentive for non-laboratory manufacturers to develop novel tests that can be available to and used by many laboratories for many patients…We believe the complementary FDA and CMS frameworks are both critical to assuring patients can rely on the clinical accuracy of their test results."

America's Blood Centers previously submitted comments to FDA regarding the proposed rule for LDTs. ABC will continue to provide updates on the proposed rule.

(Source: FDA & CMS Joint Statement, 1/18/24)

WORD IN WASHINGTON

The U.S. Food and Drug Administration (FDA) approved a cell-based gene therapy treatment for individuals 12 years of age and older with transfusion-dependent beta-thalassemia. According to a news release from the agency, the approval is, "an important step in the advancement of an additional treatment option for individuals with beta-thalassemia, a debilitating disease that places individuals at risk of many serious health problems," said Nicole Verdun, MD, director of the Office of Therapeutic Products within the FDA's Center for Biologics Evaluation and Research. "The approval of a cell-based gene therapy for this condition using CRISPR/Cas9 technology reflects FDA's continued commitment to supporting safe and effective treatments that leverage the most promising and cutting-edge medical technologies." Casgevy had previously been approved for use to treat sickle cell disease in patients 12 years of age and older. "To produce Casgevy, patients' hematopoietic (blood) stem cells are modified by genome editing utilizing novel CRISPR/Cas9 technology. The modified blood stem cells are transplanted back into the patient where they engraft (attach and multiply) within the bone marrow and increase the production of fetal hemoglobin (HbF), a type of hemoglobin that facilitates oxygen delivery and decreases the severity of anemia. The most common side effects were mouth sores, febrile neutropenia (fever associated with a low level of certain white blood cells), and decreased appetite. This application received Fast Track and Regenerative Medicine Advanced Therapy (RMAT) designations."

(Source: FDA News Release, 1/16/24)

FDA has published a final guidance titled, "Development of Monoclonal Antibody Products Targeting SARS-CoV-2 for Emergency Use Authorization." The guidance discusses the manufacturing, pharmacology/toxicology, virologic, and clinical considerations to support Emergency Use Authorization (EUA), and supersedes the guidance entitled "Development of Monoclonal Antibody Products Targeting SARS-CoV-2, Including Addressing the Impact of Emerging Variants, During the COVID-19 Public Health Emergency" issued in February 2021. According to the agency, "this [2023] guidance is intended to remain in effect only for the duration of the declaration by the Secretary of the U.S. Department of Health and Human Services (HHS) under section 564 of the Federal Food, Drug, and Cosmetic (FD&C) Act effective March 27, 2020, that circumstances exist justifying the authorization of emergency use of drugs and biological products during the COVID–19 pandemic." Additionally, "the recommendations focus on the data and information that may be used to support a request for EUA under the FD&C Act."

(Source: FDA Guidance, 12/21/23)

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ABC advocates for and advances policies that promote the role of independent blood centers in providing life-saving blood products and recognizes the continuous need for a safe and robust blood supply. ABC exists to advocate for laws and regulations recognizing the essential role that independent blood centers play in the health care system; promote partnerships, policies, and programs that increase awareness about the need for blood donation; and serve as a thought leader in the advancement of evidence-based medical and scientific solutions related to health and safety.

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PEOPLE

Stacy Sime, president and chief executive officer of LifeServe Blood Center (Des Moines, Iowa) and chair of the America's Blood Centers Policy Council, has been approved as an industry representative member of the U.S. Department of Health and Human Services Advisory Committee on Blood and Tissue Safety and Availability (ACBTSA). Her term began on January 11th and will conclude in January 2027 according to the ACBTSA website. Ms. Sime has led LifeServe since 2009. "Her career started as a medical technologist in a transfusion service...Ms. Sime holds a bachelor's degree from North Dakota State University and a master's degree from Drake University. She is certified as a medical laboratory scientist and specialist in blood banking by the American Society for Clinical Pathology.

(Source: ACBTSA Roster, 1/11/24)

RESEARCH IN BRIEF

The Importance of Confirmatory Assays for Human T-Cell Lymphotropic Virus. Authors of a paper published in *Vox Sanguinis* described that, "[i]n Brazil, the screening for Human T-Cell Lymphotropic Virus (HTLV)-1/2 has become mandatory in blood banks since 1993, but use of confirmatory tests still is optional." In their study, the researchers, "analyzed the HTLV-1/2 reactivity in blood donors from a large Brazilian blood center whose samples were tested using different screening and confirmatory assays." They noted that, "[r]etrospective data (2017–2022) from blood donor candidates who were screened for HTLV-1/2 [were] evaluated...During the study period, the samples were tested by two chemiluminescent microparticle immunoassay (CMIAs): Architect rHTLV-I/II assay; and Alinity s HTLV I/II…Two confirmatory assays [were] used: HTLV Blot 2.4 (WB), and INNO-LIA HTLV I/II (LIA)." The authors explained that, "[t]he analyzed period [was] comprised [of] 1,557,333 donations…Mean reactivity in the first sample of donors was 0.14 percent with the use of the Architect assay, falling to 0.06 percent when the screening test was changed to Alinity Kit." They noted that, "[a]ccording to the adopted testing algorithm, reactive donors are called for a new collection (second sample)" for confirmatory testing. "The reactivity rate in the confirmatory tests (n=1,064) ranged from 13.5 to 30.2 percent." The study found that, "[i]n all three sets, non-confirmation of reactivity was the most frequent result (83.7 percent using Architec and WB, 85.9 percent using Alinity and WB, and 58.3 percent using Alinity and LIA). The highest rates of positive (30.2 percent) and indeterminate (11.5 percent) results were seen using the INNO-LIA assay." The researchers explained that, "the frequency of HTLV-1 was 89.9 percent (151/168), whereas only eight (4.8 percent) were identified as HTLV-2…[I]n the evaluated population, samples with an S/CO ratio >50 are likely to represent a true HTLV-1/2 infection. In this case, the use of confirmatory test would be important just to type the virus. On the other hand, samples with an S/CO ratio ≤6 are very unlikely to be truly positive (PPV = 0)." The study concluded that, "in low-prevalence populations, the occurrence of false-positive results is significant. The need to use confirmatory tests to identify true HTLV infection in blood donors is evident, as more than 50 percent of initially reactive individuals were confirmed as seronegative."

Citation: Martins, M.L., Barbosa-Stancioli, E.F., da Silva-Malta, M.C.F., Nunes, S.M. "The importance of confirmatory assays in testing blood donors for human T-cell lymphotropic virus." *Vox Sang*. 2024.

Contributed by Richard Gammon, MD, Medical Director at OneBlood

MEMBER NEWS

Vitalant recently announced that it has partnered with NMDP to open the Vitalant – NMDP Collection Center in Tempe, Ariz. The facility is housed within Vitalant's Tempe blood donor center where, "Vitalant staff will perform up to 225 stem cell collections annually for donors scheduled by NMDP." According to the news release, "[t]hese lifesaving stem cells are then couriered to NMDP partnering transplant centers for patients. One of only eight NMDP partner centers in the U.S. and the first in Arizona, the new Tempe site reduces the burden of travel to better accommodate donors' schedules when timely donor collection is paramount for a successful outcome." Rob Van Tuyle, chief operating officer at Vitalant and president of the America's Blood Centers Board of Directors added in the news release, "through Vitalant's clinical services capabilities, we can enhance NMDP's ability to provide transplant center partners — and ultimately patients — with optimal cell quality to increase the likelihood of a successful blood stem cell transplant. This partnership builds upon a natural synergy between our organizations: blood and platelet donations are often needed by cancer patients to boost their blood counts and give them the strength to endure cancer therapies like radiation and chemo, and stem cells can be a cure for those with blood cancers like leukemia and lymphoma."

Vitalant Chief Operating Officer and ABC Board President Rob Van Tuyle (right) comforts leukemia survivor John Arias (center), along with Mr. Arias' stem cell donor Julia Santos (left), at the Vitalant – NMDP Collection Center opening event.

(Source: Vitalant News Release, 1/17/24)

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INSIDE ABC

The programs and services described in the Inside ABC section are available to ABC member blood centers and their staffs only, unless otherwise specified.

Recording Available for ABC QA Back to Basics Part 2 Webinar

A recording of the ABC Quality Assurance (QA) Education Webinar: QA Back to Basics – Part II is now available to ABC members. This was the second webinar in a two-part series exploring the essentials of several QA topics as they relate to the blood community. This event featured Ashley Foltz and Abby Huntrods presenting on:

- equipment qualifications and validations; and
- standard operating procedure (SOP) development and validation.

A recording of QA Back to Basics – Part I is also available to ABC members in MCN 23-101. Please contact ABC Director of Scientific and Technical Operations Betzy Gonzalez, MS, BB(ASCP), with questions.

(Source: MCN 24-002, 1/19/24)

Program Available for 2024 ABC Annual Meeting

Registration is open for the ABC 2024 Annual Meeting and the program is available. The meeting will take place March 4th-6th in Arlington, Va. at the Ritz-Carlton in Pentagon City and features several exciting changes, including expanded content offerings and a new format. With a focus on advocacy, leadership, operations, and science and medicine, the program will feature a mix of general and breakout sessions, external speakers and blood center-led case studies, committee and council meetings, networking events, and more. *Awards of Excellence* (AoE) winners will be recognized throughout the Annual Meeting and at a reception on Capitol Hill, where we can celebrate their achievements with fellow meeting attendees, members of Congress and their staff, our federal agency partners, Blood Advocacy Week partners, and more. Secure your room today to take advantage of the group rate. The deadline to book a room is February 16th. Sponsorship opportunities are also available. Contact us with any questions.

Registration Is Open for 2024 ADRP Annual Conference

Register today for the 2024 ADRP Annual Conference! Join more than 400 blood center professionals in St. Louis, Mo. May 14th-16th at The St. Louis Union Station Hotel. Take advantage of the member-only early bird discount rate by registering by January 31st. This year's conference will feature keynotes Jason Kotecki, an expert at helping people "Escape Adulthood" in order to beat burnout and become more innovative and creative by breaking rules that do not exist, and Candy Whirley, a recognized motivational speaker, leadership, and team building expert. The 2024 ADRP Annual Conference is your opportunity to gain insights into industry trends, exchange ideas, and share information with your peers, while taking advantage of networking opportunities. Attendees will be able to participate in pre-conference workshops, educational sessions, roundtables, and have access to an expansive exhibit hall. Learn more about available exhibitor and sponsorship opportunities. Remember to book your hotel room by April 19th for the discounted rate. Please contact us with questions.

NEW on Coll*ABO*rate

COLLABORATE

SHARE STRATEGIC ADVICE | SOLVE CHALLENGES | DEVELOP NEW APPROACHES

Recent discussion topics on the ABC Coll*ABO*rate Online Member Community include:

- One Dad Can (COMMUNICATIONS & DONOR RECRUITMENT)
- Employees with Service Animals (QUALTIY BYTES)
- Blood Group Antigen Screening for Recruitment Purposes Only (MEMBER RESOURCES)
- Alternative Phlebotomy Arm Scrub (COLLECTIONS & DONOR SERVICES)
- Hgb Results (COLLECTIONS & DONOR SERVICES)
- Cold Storage Platelets (TECHNICAL DIRECTORS)

ABC members are encouraged to login and join the conversations today!

CALENDAR

Note to subscribers: *Submissions for a free listing in this calendar (published weekly) are welcome. Send information to newsletter@americasblood.org. (For a more detailed announcement in the weekly "Meetings" section of the newsletter, please include program information.)*

2024

Feb.7-8. **International Plasma and Fractionation Association & EBA Symposium on Plasma Collection and Supply. Leiden, Netherlands.** Registration is open. More information available here.

Mar. 4-6. **America's Blood Centers (ABC) Annual Meeting. Arlington, Va.** Registration is open. More information available here.

April 11-12. **International Haemoviglance Network Symposium. Athens, Greece.** Registration is open. More information available here.

April 12-13. **BEST Meeting. Amsterdam, Netherlands.** More information coming soon.

April 16-17. **International Plasma Protein Congress. Athens, Greece.** Registration is open. More information available here.

April 17-18. **ABC Quality and Technical Workshop. St. Louis, Mo.** Registration is open. More information available here.

May 14-16. **2024 ADRP Annual Conference. St. Louis, Mo.** Registration is open. More information available here.

May 15-16. **International Plasma and Fractionation Association/Paul-Ehrlich Institut[e] 30th International Workshop on Surveillance and Screening of Blood-borne Pathogens. Aarhus, Denmark.** Registration is open. More information available here.

June 7-8. **2024 South Central Association of Blood Banks (SCABB) Annual Meeting and Exhibit Show. Orlando, Fla.** More information coming soon.

June 23-27. **38th International Society of Blood Transfusion (ISBT) Congress. Barcelona, Spain.** Registration is open. More information available here.

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Sept. 4-6. **American Society for Clinical Pathology (ASCP). Chicago, Ill.** More information coming soon.

Sept. 30- Oct. 3. **American Association of Tissue Banks (AATB). Denver, Colo.** More information coming soon.

Oct. 19-22. **Association for the Advancement of Blood & Biotherapies (AABB) Annual Meeting. Houston, Texas.** More information coming soon.

2025

May 20-21. **International Plasma Protein Congress.** Warsaw, Poland. More information coming soon.

Oct. 25-28. **AABB Annual Meeting. San Diego, Calif.** More information coming soon.

CLASSIFIED ADVERTISING

Classified advertisements, including notices of positions available and wanted, are published free of charge for a maximum of three weeks per position per calendar year for ABC members. There are charges for non-members: $139 per placement for *ABC Newsletter* subscribers and $279 for non-subscribers. A six (6) percent processing fee will be applied to all credit card payments. Notices ordinarily are limited to 150 words. To place an ad, e-mail: newsletter@americasblood.org

POSITIONS

Transfusion Lab Supervisor Needed! Join Florida's leading blood center, **OneBlood,** as a Blood Bank Lab Supervisor in Lakeland, FL. Bring your leadership, technical expertise, and management experience to support the transfusion testing procedures on patient and/or donor samples. Qualified candidates should possess three (3) or more years' experience in a clinical laboratory, preferably blood banking environment, including one (1) or more years' experience in supervision and management experience, as well as a valid and current Florida Clinical Laboratory Technologist license in Immunohematology or Blood Banking; Supervisor license strongly preferred. To apply and view a complete Job Description of this Lab Supervisor position, visit www.oneblood.org/careers. OneBlood, Inc. is an Equal Opportunity Employer/Vet/Disability.

Vice President, Quality & Regulatory Affairs (VPQRA). The Vice President, Quality & Regulatory Affairs (VPQRA) leads the Organization's adherence to regulations and standards established by governing agencies (AABB, FDA, CLIA, State, OSHA, NRC, EU, etc.). Kentucky Blood Center is seeking qualified candidates to fill this key executive leadership role which is responsible for our Quality Assurance (QA) program and regulatory compliance activities. The position has oversight of the QA department and team, and reports to the CEO. Qualifications include MLS/CLS (ASCP) with preference given to candidates with a graduate degree, and blood banking experience. Relocation to the Lexington, Kentucky area required (assistance provided). For more information or to apply, visit https://www.kybloodcenter.org/about-us/careers

Account Manager, Blood Processing Solutions (Macopharma USA). Macopharma is a worldwide innovative Health Care Company specializing in Transfusion Medicine and Cellular Therapy. For more than 45 years, Macopharma has achieved continuous growth and success in these fields. In all our activities, we focus on the improvement of human health outcomes. This position is responsible for developing and maintaining relationships that lead to sales of blood filters, equipment, and related products. Travel required three to four nights per week. Must live near a major airport. Knowledge of blood transfusion and blood center operations essential. Key Responsibilities: Develops and implements strategies to maintain and/or expand sales within an assigned territory. Prepares a plan for each customer to identify needs and how Macopharma Blood Product Solutions can support

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POSITIONS (continued from page 8)

the customer's success. Contacts customers regularly to maintain account relationships, advise of new product and service offerings, and obtain feedback on products. Provides post implementation support to assigned customers. Participates in trade shows. Contributes to business forecasting providing accurate trends and future client needs. Profile: Bachelor's degree. Five (5) years' experience in blood banking/medical device/cellular therapy. Three (3) years proven documented sales success. O365 proficient. Qualified applicants may request job description and send resume to resumes@macopharmausa.com.

Hospital Services and Manufacturing Manager. The Blood Bank of Alaska (BBA) is looking for a Hospital Services and Manufacturing Manager. The Hospital Services and Manufacturing Manager is responsible for ensuring there is an adequate blood supply to meet customer needs. Overseeing import of needed blood components and actively exporting excess blood products, as needed. Ensuring blood products are stored and monitored in compliance with FDA, AABB and Blood Bank of Alaska's (BBA) regulatory requirements. Ensuring adherence and compliance to BBA's Standard Operating Procedures (SOPs). Overseeing the processing, packing, and shipping of blood products. Overseeing the quality control program for storage of blood products. This position is full-time exempt. The Blood Bank of Alaska offers competitive wages and an exceptional benefits plan. We offer medical, dental, vision, life, and short/long term disability programs to qualified employees. Educational assistance, paid annual leave and holidays and a 401 (k) program are also available. The Blood Bank is an equal opportunity employer. Qualified applicants are considered for employment without regard to race, color, religion, national origin, age, disability, marital/veteran status, or any other legally protected status. Interested candidates please apply online at https://bloodbankofalaska.apscareerportal.com. A complete job description can be found there as well.

Director of Hospital Services and Manufacturing. The Blood Bank of Alaska is looking for a Director of Hospital Services and Manufacturing. The Director of Hospital Services and Manufacturing is responsible for ensuring alignment of teams with organizational goals and compliance with regulatory guidelines. Participates as a member of the blood bank's management team in planning, program formulation and decision making with reference to the role, functions and technical support of the manufacturing and distribution of blood products. Fosters and enhances customer hospital relations. This person ensures a dedicated focus on the production and distribution of quality products in a timely manner while providing the highest level of customer service. Also ensures all procedures are followed and promotes a positive work environment. This position is full-time exempt. The Blood Bank of Alaska offers competitive wages and an exceptional benefits plan. We offer medical, dental, vision, life, and short/long term disability programs to qualified employees. Educational assistance, paid annual leave and holidays and a 401 (k) program are also available. The Blood Bank is an equal opportunity employer. Qualified applicants are considered for employment without regard to race, color, religion, national origin, age, disability, marital/veteran status, or any other legally protected status. Interested candidates please apply online at https://bloodbankofalaska.apscareerportal.com. A complete job description can be found there as well.

Laboratory Services Manager. The Blood Bank of Alaska is looking for a Laboratory Services Manager. Under the general direction of the Director of Laboratory Services, this person is responsible for oversight of daily laboratory operations ensuring that laboratory product QC and donor test results meet CLIA, AABB and FDA compliance standards/regulations for the manufacture of blood products. The Laboratory Services Manager is also responsible for oversight of laboratory personnel. This position is full-time exempt. The Blood Bank of Alaska offers competitive wages and an exceptional benefits plan. We offer medical, dental, vision, life, and short/long term disability programs to qualified employees. Educational assistance, paid annual leave and holidays and a 401 (k) program are also available. The Blood Bank is an equal opportunity employer. Qualified applicants are considered for employment without regard to race, color, religion, national origin, age, disability, marital/veteran status, or any other legally protected status. Interested candidates please apply online at https://bloodbankofalaska.apscareerportal.com. A complete job description can be found there as well.

Manager of Donor Services. The Blood Connection is seeking a Manager of Donor Services for our operations based out of Rock Hill, SC. This position will oversee donor collection operations within their assigned divisional territory. This position provides leadership and discipline to direct reports, interviews, and hires staff, and ensures staff are appropriately trained. We offer a generous benefits package including a substantial 401k, 30 days PTO, potential company bonuses, cell phone stipend, and tuition reimbursement. Join our team and help create a positive change in your community. *Prospective candidates may be eligible for relocation assistance.* How to apply: Manager of Donor Services Application

Manager of Donor Resources. The Blood Connection is expanding our operations into Virginia! We are one of the fastest growing blood centers in the country and we are seeking a Manager of Donor Resources who will provide management and oversight of the Donor Resources department as we expand into this new territory. The ideal candidate for this position possesses strong leadership

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POSITIONS (continued from page 9)

and organizational skills with a proven ability to meet organizational goals. We offer a generous benefits package including a substantial 401k, 30 days PTO, potential company bonuses, cell phone stipend, and tuition reimbursement. Join our team and help create a positive change in your community. *This role is based in Roanoke, VA. Prospective candidates may be eligible for relocation assistance.* How to apply: Manager of Donor Resources Application