



Andrew Sandoe



GOVERNMENT AFFAIRS


Andrew Sandoe is a mission-driven executive known for scaling organizations, strengthening financial performance, and building high-performing teams. His experience spans nonprofit leadership, investment management, and military service, with a focus on translating complex missions into measurable impact. Most recently, as CEO of Hire Heroes USA, he led a 165-person national team supporting veterans and military families, doubling annual revenue, expanding funding streams, achieving consistent budget surpluses, and reaching over 10% of transitioning service members each year.

His leadership blends mission impact with financial discipline. Andrew has led strategy across fundraising, board engagement, budgeting, performance measurement, and external partnerships, building transparent, accountable systems focused on verified outcomes. He also brings deep investment experience across public and private markets, shaping his approach to resource allocation, risk management, and long-term institutional stewardship.

Andrew began his career at Morgan Stanley before serving nine years in the U.S. Marine Corps as a CH-53E helicopter pilot and intelligence officer, completing 57 combat missions and supporting national crisis-response efforts. He earned an MBA from MIT as a Sloan Fellow and Tillman Scholar, holds a B.A. from the University of New Hampshire, and has taught at Harvard. He and his wife, Robin, have three children.

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