

This is an excellent opportunity for a seasoned and engaging nonprofit leader to lead a Lesbian, Gay, Bi, Trans, Queer (LGBTQ) specific agency focused on ending violence and abuse and promoting equity and liberation. This position oversees all operations of the NW Network of Bi, Trans, Lesbian and Gay Survivors of Abuse (The NW Network) including finance, fundraising, grant management, programs, staff and volunteers. This position works in partnership with the board to set the vision for the agency.

HIGHLIGHTING HISTORY:

In 1987, lesbian survivors of battering created our organization as a grassroots response to intimate partner violence. Unable to find support in general/mainstream anti-violence programs, these early founders of what is now the NW Network fundamentally knew the value of by and for supports. That is, services and supports designed by and for LGBTQ survivors. In the late 90's we broadened our focus beyond lesbian survivors and became the NW Network of Bi, Trans, Lesbian, and Gay Survivors of Abuse to better serve survivors across gender and sexual orientation identities. We further expanded our services in early 2000's when we began to create programming and supports specifically for LGBTQ young people.

In 2016, we expanded the reach of our national training and technical assistance efforts by partnering with the National Coalition of Anti-Violence Programs to create the National LGBTQ Institute on IPV. Funded by Administration of Children & Families, the LGBTQ Institute is a program of the NW Network and supports us to take what we learn from survivors and share it broadly on a national stage.

Mission:

The NW Network increases our community's ability to support the self-determination and safety of bisexual, transgender, lesbian and gay survivors of abuse through education, organizing and advocacy.

We work within a broad liberation movement dedicated to social and economic justice, equality and respect for all people, and the creation of loving, inclusive and accountable communities.

Programming and Approach

The NW Network is a multicultural, diverse organization that aims to center queer people of color in our leadership and responses to violence. Our work covers a broad spectrum of community-based prevention and intervention strategies for young people and adults. This includes direct support for survivors of violence through services like advocacy-based peer counseling and support groups. We also provide community engagement and education opportunities such as our Relationship Skills Class, OutSpoken Speaker's Bureau, and Queer Parent Networking Dinners. Finally, we provide training and technical assistance for providers and agencies across the country through programs such as the National LGBTQ Institute on IPV and our LGBTQ Access webinar series.

We premise our strategies, advocacy, and programs on the contexts of LGBTQ peoples' lives. We not only address the consequences of transphobia, homophobia, racism, isolation, state and institutional violence, hate violence, and outing, but we also, just as importantly, build on the strengths of our shared queer cultural heritage of chosen family, collective resilience, political activism, and celebration.



Our advocates, just like the program participants we support, share the experience of being members of LGBTQ communities within a heterosexual dominant culture. Being 'by and for' means that each NW Network advocate has a deep theoretical, practical, and personal understanding of the complex issues impacting LGBTQ youth and adults. We are deeply invested in the principles and tangible expressions of self-determination, for survivors and for our communities broadly.

Support for Survivors. **Community Engagement and Education.**

Youth Programs and Activities. **Provider Training and Technical Assistance.**

About The NW Network

For over 25 years, The NW Network has been a trusted leader on the cutting edge of providing services by and for the LGBTQ community and survivors of abuse.

The current annual operating budget is approximately \$2 million; more than half the funds come from federal grants. In the last 4 years, the agency has experienced tremendous growth, almost doubling in size. We employ nearly 20 full-time staff who support the 1,500 survivors and members of our community who reach out each year. In addition, we reach hundreds of providers across the country as part of our national training and technical assistance initiative.

It is a pivotal time in the NW Network's evolution. With growth brings great excitement and opportunity as well as a need to develop new systems and infrastructure to support that growth. After the longtime Executive Director stepped down, the Board employed a professional Interim Executive to assess and implement new internal organizational structures to prepare the agency for the future. Program delivery has remained at a high-quality level throughout the transition and the staff team is dedicated and talented. The NW Network is ready to thrive under the leadership of a new Executive Director.



Key Areas of Responsibility

Leadership and Communications:

In partnership with the Board and staff, the new Executive Director (ED) will be a uniting, equitable leader setting vision and developing work plans to achieve the mission of the agency. The ED is responsible for the reputation and integrity of the work of the NW Network and for representing this work at local, state, and national levels.

Fundraising:

Through team collaboration the new ED will develop and implement a strategic fundraising plan that is in alignment with organizational values and helps to expand the mission and diversify organizational funding. They will create an environment of philanthropy among Board, staff and stakeholders.

Board Relations:

As an Ex Officio member of the Board, the ED is responsible for establishing and maintaining a productive partnership through open and honest communication and by supplying the information, tools, and resources necessary for the effective governance of The Network. The ED will engage in strategic planning and visioning and actively participate in board development, including, but not limited to, the ongoing training, recruitment and orientation of board members.

Fiscal Management:

The new ED will ensure long-term financial viability of the organization by maintaining sound fiscal and reporting practices and record-keeping that meet GAAP accounting standards. The ED will ensure federal grant management systems meet single audit requirements and that all grant reporting is accurate, timely and meets deliverables.

Program and Organizational:

The new ED will develop, communicate and implement a collaborative annual operating plan in support of the mission and organizational health. In collaboration with staff, the ED will develop, enhance or retire programs to meet the changing needs of the community and ensure mission-alignment.

Staff Development and Supervision:

The new ED will recommend all Human Resources policy and procedures for Board approval and ensures systems for compliance. They will provide emotionally intelligent leadership and supervision to all staff, modeling positive conflict resolution. The ED will ensure a robust staff development environment that fosters a leaderful organization and supports evaluation opportunities for all staff.

Skills and Attributes

The ideal candidate is an influential leader with integrity, warmth and a proven track record in anti-oppression and anti-violence work. They are a transparent and inclusive communicator, both with internal and external stakeholders. Someone who is passionate about this work and is a compelling storyteller that will lead to significant financial support. We strongly encourage candidates from multiple marginalized communities to apply.

The ideal candidate will possess many of the following qualities:

- Proven success in non-profit management with a strong financial acumen
- Ability to develop and implement a fundraising program that targets individual donors
- Extensive experience with ensuring compliance of government grants
- Experience creating and evolving infrastructure and systems to accommodate a growing agency
- Knowledge of domestic violence, sexual violence, hate violence, stalking, and abuse
- Deep commitment to survivors of violence and self-determination of diverse bi, trans, lesbian and gay people/community
- Experience working in diverse gay, lesbian, trans, bisexual and/or queer communities
- Curious and approachable with strong conflict management skills; able to hold self and others accountable to shared agreements and values
- Emotionally intelligent with a strong lens on power structures and self-aware of one's own positionality and impact in the work and world
- Takes ultimate responsibility for decision making; includes others while keeping the process moving. Models positive engagement with others
- Supports staff's professional development
- Fosters an environment of creativity, innovation and collaboration
- Nimble, flexible and able to adapt quickly
- Aligned with organizational values, mission and principles
- Multi-lingual/multi-cultural strongly desired
- Commitment and skill in maintaining confidentiality within small communities



REQUIRED CRITERIA:

- Bachelor's degree or equivalent
- Minimum 5 years management experience. Non-profit, executive level preferred
- Proven success in non-profit fundraising and grant management

TO APPLY:

Please submit a summary of qualifications limited to two pages and a cover letter including a personal statement expressing how your prior experiences and approach to this work make you a good candidate. Please outline specifically your experience working with the diverse LGBTQ communities and in anti-violence fields. We want to learn more about your approach to and understanding of domestic and sexual violence, racial and economic justice, and LGBTQ community change work in your cover letter.

We prioritize candidates who demonstrate their ability to center the experiences of LGBTQ domestic and sexual violence survivors and people of color in their work and support the self-determination of communities of color. We are an equal opportunity employer and strongly encourage candidates from multiple marginalized communities and experiences to apply.

Please email resume, cover letter and 3 references to search@loveallprice.com
Inquiry welcome, please email to begin the conversation.

COMPENSATION:

\$100,000 – \$110,000/ Year - DOE
Medical, Dental, Life, Disability
4% Retirement match
Up to 4 hrs/ wk paid trauma stewardship
Liberal vacation and sick leave
Relocation assistance is negotiable

TIMELINE:

Resume deadline July 31, 2019
Screening will begin immediately
Desired start mid September 2019

