

POSITION ANNOUNCEMENT

09/20/2022



Executive Search for:

Chief Executive Officer

YWCA Pierce County

405 Broadway
Tacoma, WA 98402

POSITION ANNOUNCEMENT

INTRODUCTION

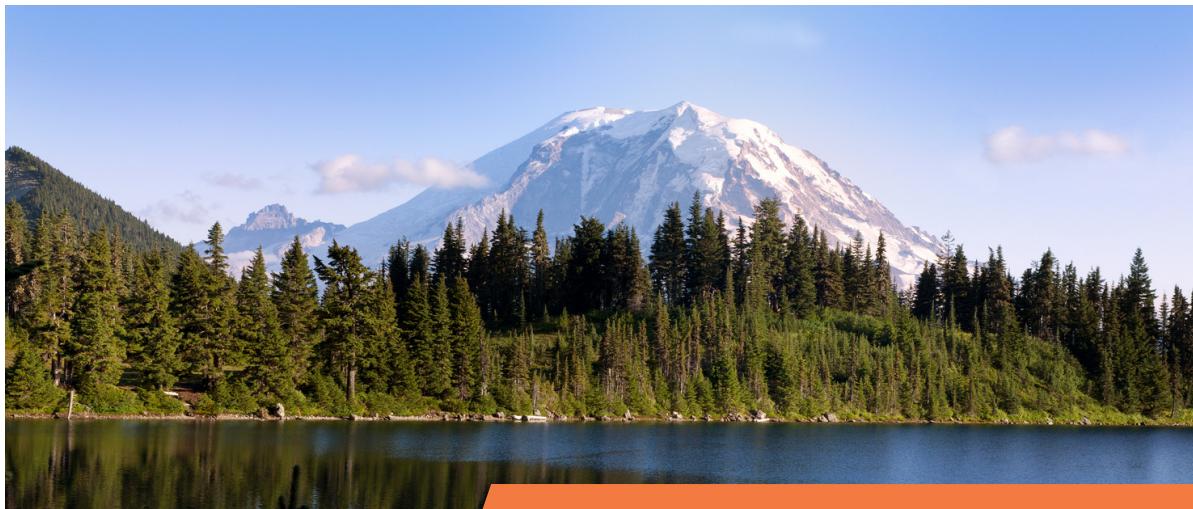
eliminating racism
empowering women
ywca
Pierce County



YWCA Pierce County is seeking a **Chief Executive Officer (CEO)** who can build on the organization's successes as a leader in innovative services to break the cycle of intimate partner violence and drive anti-racist transformation.



ABOUT YWCA PIERCE COUNTY



Established in Tacoma in 1906, YWCA Pierce County has devoted over a century to creating opportunity and safety for adults and children in the greater Tacoma community

After opening Washington State's first emergency shelter for victims of domestic violence in 1976, YWCA became a forerunner in the domestic violence service provision field.



As an inclusionary non-profit organization, YWCA Pierce County provides assistance to survivors of domestic violence and their children. All survivors are welcome regardless of race, ethnicity, gender, gender identity or expression, religion, or sexual orientation. Bilingual staff and interpretation services eliminate language barriers and ease transitions for all of our clients. The YWCA serves over 11,000 adults and children annually, who are seeking help due to domestic violence.

ABOUT YWCA PIERCE COUNTY



MISSION

In alignment with YWCA USA's mission, YWCA Pierce County is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all. YWCA Pierce County seeks to transform lives through safety, healing, and empowerment.

As an inclusionary nonprofit organization, YWCA Pierce County assists survivors of domestic violence and their children. All survivors are welcome regardless of race, ethnicity, gender, gender identity or expression, religion, or sexual orientation. Bilingual staff and interpretation services eliminate language barriers and ease transitions for all clients. In the last three years, YWCA has served an average of over 11,000 adults and children annually, who are seeking help due to domestic violence.

YWCA Pierce County is dedicated to transforming lives through safety, healing, and empowerment.

ABOUT YWCA PIERCE COUNTY



COMMITMENT TO EQUITY

YWCA Pierce County is committed to enacting anti-racist policies, practices, and organizational structures aimed at dismantling white supremacy in all of its manifestations. We understand that racial inequities sit at the foundation of all forms of oppression and oppressive constructs that further macro-and micro-level violence, and strive to build an intersectional, trauma-informed organizational culture and apply these lenses in the ways we interact with one another and deliver services to our clients and communities.

We recognize that anti-racism is not an endpoint, but, rather, a continuous and iterative practice that requires individual, collective, and organizational learning, accountability, and action.

YWCA Pierce County is an equal opportunity employer that honors and values diversity and does not discriminate on the basis of race, ethnicity, gender, gender identity or expression, religion, sexual orientation, or (dis)ability. We strongly encourage applications from Black, Indigenous, and People of Color, immigrants, refugees, people with (dis) abilities, genderqueers, and members of LGBTQAI+ communities, as well as survivors and individuals from other underrepresented and historically marginalized communities.

POSITION DESCRIPTION



LOCATION

Tacoma, WA

REPORTS TO

Board of Directors

The Chief Executive Officer (CEO) is responsible for oversight of every aspect of the administration of YWCA Pierce County, including quality operation of multiple direct services, financial management, personnel management, fund development, policy recommendations and implementation, risk management, community relations, and collaboration with the Board of Directors.

The incoming CEO will join YWCA Pierce County at the culmination of a period of significant organizational growth, in terms of both programming and physical structure. This dramatic growth in the scope of services and support that YWCA Pierce County provides represents a significant opportunity for the new CEO to have a long-lasting impact on the organization, our clients, and the broader communities we serve.

PRIMARY RESPONSIBILITIES



KEY GOALS FOR THE CHIEF EXECUTIVE OFFICER

- Lead the development, implementation, and ongoing assessment of a strategic sustainability plan with an eye toward organizational, staff, and client well-being
- Advance racial and gender equity and address structural oppressions within the Agency, in Pierce County, and within the broader domestic violence movement by contributing to the continued development of the YWCA Pierce County Race and Social Justice Plan
- Maintain, deepen, strategically and expand fundraising efforts given the current economic and social environment
- Role model and forward organizational values and practices of trauma-informed care, including shared leadership and decision-making

IDEAL CANDIDATE PROFILE



ESSENTIAL RESPONSIBILITIES

The ideal CEO will lead with a deep commitment to anti-racist, anti-sexist, and trauma-informed practices to:

- Champion YWCA Pierce County's mission and values across the region, and build trusting, collaborative relationships with partners, donors, and communities
- Inspire staff, supporters, and community members to work together toward a shared vision
- Establish a clear understanding and support of a client-centered and empowerment-based approach to building partnerships with survivors of domestic violence
- Lead fundraising efforts to meet organizational goals
- Demonstrate a record of success as an organizational leader and manager, with a particular focus on supporting and advancing staff and client wellbeing through a trauma-informed lens
- Create empowering spaces and processes for the YWCA Pierce County's Leadership Team to cultivate shared-leadership practices and ensures a high level of expertise throughout the organization

IDEAL CANDIDATE PROFILE

ESSENTIAL RESPONSIBILITIES (CONTINUED)

Anti-Racist Organizational Development

- Deepen the organization's capacity as an anti-racist, multi-cultural organization by fostering a culture of trauma-informed decision-making, accessibility, and dismantling of white-supremacist organizational policies, practices, and cultures

Staff Development and Well-being

- Prioritize the professional development and well-being of a high-performing and dedicated diverse staff team through trauma-informed leadership and cultural humility

Fundraising

- Collaborate with the members of the YWCA Pierce County Leadership Team in creating and executing fundraising strategies grounded in the mission and values of the organization (e.g., Maintaining existing and cultivating new relationships with major donors and foundations, and seeking public funding at the local, state, and federal levels)

Strategic Planning and Financial Management

- Provide primary strategic and financial oversight for the organization in partnership with the Board, Finance Committee, and senior leadership team

Board Development and Management

- Collaborate with the Board of Directors to cultivate and maintain a commitment to excellence in governance, active engagement, and an anti-racism approach among the Board

Advocacy and Community Relations

- Serve as the chief spokesperson and foster relationships with strategic organizational and community partners; build relationships with people from diverse backgrounds and cultures; and speak publicly about the organization's mission, values, and commitment to anti-racism, gender equality, social justice, and ending domestic violence

IDEAL CANDIDATE PROFILE

ABILITIES + KNOWLEDGE

- Commitment to infuse all aspects of their work with the organization's mission, values, and vision
- Excellent interpersonal skills and commitment to fostering a team approach for an inclusive and empowering work environment
- Strong public speaking and writing skills
- Proven experience in social justice initiatives with a track record of developing and fostering anti-racist policies, practices, and organizational cultures
- Dedication and skilled in ethically sound deliberation and decision-making
- Confident and skilled in fundraising, and creating and successfully executing a diversified fundraising strategy
- Ability to cultivate and maintain meaningful productive relationships with donors and all segments of agency constituents
- Familiarity with and ability to oversee the budget and operations of a non-profit organization
- Strong creativity that aims to maintain a healthy and collaborative organizational work culture
- Engagement with a non-profit Board of Directors, and an ability to collaborate with community leaders and partners to build, maintain, and connect Pierce County communities
- Experience with program content development and management (e.g., Direct service, trauma-informed care, domestic violence, and/or emergency housing)

IDEAL CANDIDATE PROFILE



EDUCATION + EXPERIENCE

- Bachelor's Degree in Business Administration, Public Administration, or equivalent
- At least 5 years of high-level management experience and extensive understanding of non-profit leadership in domestic violence, housing/homeless services, or other related social service organization
- Significant understanding and working knowledge of current best practices in non-profit leadership, DEIA (Diversity, Equity, Inclusion, and Accessibility), trauma-informed practices, and the state and national policies that impact marginalized populations
- Experience leading a complex organization with depth in Board relations and demonstrating skills in visionary leadership
- Proven ability to implement new programs, and initiatives, and lead organizational advancement

THE FINE PRINT



TIME FRAME

YWCA Pierce County is seeking to have a new Chief Executive Officer in place by December 2022.

COMPENSATION RANGE

\$130,000-\$145,000

POSITION ANNOUNCEMENT

NEXT STEPS

If you would like to apply to the next Chief Executive Officer at YWCA Pierce County, please go to:
motusrecruiting.co/CEO-YWCA



THANK YOU, AND WE
LOOK FORWARD TO
WORKING WITH YOU.