

Position Announcement: Executive Director



Compensation: Salary range of \$90,000 – \$100,000

Location: Portland, OR



Everyone deserves a
life free of sexual and
domestic violence.

About Call to Safety

With a rich history dating back to 1973 as the Portland Women's Crisis Line, Call to Safety has been at the forefront of addressing sexual violence and domestic abuse. Today, the organization continues to provide critical support and confidential services to survivors, striving to put an end to these pervasive issues. This is not just a social service organization – it is a social change organization.

Call to Safety, with a mission deeply rooted in creating a safer and more equitable society, is at the forefront of providing vital support and resources to survivors and their communities. By offering a range of advocacy services, including emotional support, information, safety planning, referrals and support navigating through systems, they work tirelessly to assist those affected by these forms of violence.

The organization operates with an empowering, strength-based model, placing emphasis on collaboration and advocacy against systemic oppression. Call to Safety recognizes the interconnectedness of various systems, and through their work, they strive to dismantle the structures that perpetuate violence and inequity. They champion diversity, equity, and inclusion, actively working towards creating a society where every individual is treated with respect and dignity, regardless of their race, gender, sexual orientation, ability, socioeconomic status, nationality, and additional intersecting identities.

The Executive Director Opportunity at Call to Safety

Call to Safety, a non-profit organization dedicated to providing resources and support to survivors of sexual assault, domestic violence, stalking and sex trafficking in the Portland area, is seeking a collaborative leader with nonprofit management experience to serve as Executive Director. As the Executive Director, you will lead the organization in its mission to empower survivors and advocate for change. The ideal candidate will be fully committed to putting an end to sexual assault and domestic violence. They should have a solid background in and/or knowledge of the impacts faced by survivors of such experiences. Moreover, they must possess a comprehensive understanding of utilizing a strengths-based empowerment model.



Given the nature of this work, experience in a trauma-informed environment is vital. The Executive Director should be well-versed in the effects of trauma on all aspects of an individual's life, encompassing development, physical health, and mental well-being. They must have the ability to work within multiple systems, while driving positive impact and remaining aligned with Call to Safety's mission.

The ideal candidate will be someone who can cultivate a collaborative and inclusive work environment, empowering staff members to excel in their roles. The Executive Director will have the opportunity to lead an organization with a proven track record of success, managing government grants, developing strategic goals, and expanding community support.

Joining Call to Safety means becoming a part of a passionate and dedicated team of professionals that take pride in making a meaningful impact in the lives of those affected by violence and abuse.

Experiences and Capacities

After surveying Call to Safety's board, staff, and community partners about what they want to see in the next Executive Director, we have determined that a successful candidate will possess the following:

(We are less interested in the titles you've held and more interested in what you've actually done and who you are.)

The ideal candidate will have:

- A demonstrated commitment to social justice and a deep understanding of issues related to domestic and sexual violence.
- A track record of success in nonprofit management, including experience in fundraising, financial management, program development, and staff leadership.
- Experience managing complex government grants and reporting requirements.
- Excellent communication skills, including the ability to represent the organization to a variety of audiences.
- The confidence and ability to build strong relationships with staff, stakeholders, funders, and partners.
- A collaborative leadership style that fosters teamwork, cooperation, innovation, and continuous improvement.
- Experience working with diverse communities and a commitment to anti-oppression and equity work.

Ideally, the successful candidate will also:

- Have experience working in a domestic violence or sexual assault organization, or a related field.
- Possess strong knowledge of the Oregon domestic and sexual violence service system, funding, laws, and policies.
- Be a strategic thinker who can develop and implement long-term plans and goals.
- Have a strong commitment to working with a unionized workforce and building and maintaining a diverse and inclusive workplace.

How to Apply

Please submit an application packet that includes:

- A cover letter explaining how you demonstrate the qualifications, experience, and passion to be the next Executive Director of Call to Safety. Please also include:
 1. A description of your commitment to issues related to domestic and sexual violence; and
 2. A description of how you have promoted equity and lessened disparities through your work.
- A detailed chronological resume that speaks to the listed qualifications.
- The names, contact information, and professional affiliations of four professional references. (We won't contact your references until we've cleared it with you.)

Please send your materials to CTS@pagetwopartners.com. Please also email us at this address to request any accommodations you would like made during this hiring process. We will keep your application confidential, and you will receive an acknowledgment email.

For more information about this position, please contact Jani Iverson of Page Two Partners at jani@pagetwopartners.com.

Timeline

The position will remain open until filled. However, we prefer to receive applications by 5:00 p.m. on August 9, 2023, when we will begin reviewing them. Interviews are scheduled to begin the week of August 20, with successive rounds of interviews held the weeks of August 30 and September 7. We project a start date in late September or early October.



Call to Safety recognizes that we live in an inherently racist culture and that many survivors experience racism on a daily basis. As a continuation of our work to dismantle all forms of oppression and provide equitable services, we are striving to become an anti-racist organization by applying the lens of racial justice to our work with individuals and institutions. All persons of every race, ethnic background, spiritual belief, economic status, gender identity, sexual orientation, age or personal ability are equally affirmed into membership, leadership and employment at Call to Safety and are joyfully welcomed. We value lived experience and seek to center those most impacted by systems of oppression and violence. We draw from our core values as we strive to create a nurturing and supportive work environment for staff and volunteers.



Call to Safety is an equal opportunity employer committed to creating a diverse and inclusive work environment. We strongly encourage applications from candidates who reflect the diversity of the communities we serve.

We know that the best candidates for this job might come from less "traditional" backgrounds, and if this position is of interest to you, we encourage you to apply, even if you don't believe you meet every one of our described qualifications. If you're unsure whether you meet the qualifications of this position or how this would be determined, please feel free to contact us at jani@pagetwopartners.com to discuss your application.

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