



We're Hiring!

Position Title: Executive Director

Salary Range: \$85,000-\$100,000 with benefits package including health, dental, and vision insurance; retirement; paid holidays, vacation, and sick leave.

Classification: Full Time Exempt

Location: Bismarck, North Dakota. Some state and national travel required.

Applications due: May 1, 2023.

Overview:

Take the lead in growing a dynamic, mission-focused and survivor-centered organization and partner with 19 member programs to advance important domestic violence and sexual assault policy work, training, and empowerment as the Executive Director of CAWS North Dakota, a statewide, membership-based non-profit coalition.

Our mission is to provide leadership and support in the identification, intervention and prevention of domestic and sexual violence. Our work is focused on 1) providing support, resources, and tools to North Dakota crisis intervention centers working with victims and their families 2) coordinating annual public awareness events 3) educating and training professionals and advocates on the issues of sexual and domestic violence 4) providing information and resources to the general public regarding domestic and sexual violence 5) building institutional partnerships and shaping public policy and 6) promoting healthy relationships and nonviolence through prevention efforts.

This position offers significant opportunities to expand and build upon a rich history of support for domestic violence and sexual assault survivors while also developing member impact and growth, both internally and externally. Ideal candidates will bring both strong staff/partnership development skills as well as strategic focus and drive to elevate the coalition's influence and ultimately transform lives for those impacted by domestic violence/sexual assault. There are also exponential opportunities to shape policy work that will have lasting and statewide impacts on victims, survivors, and their families.

Primary Responsibilities:

- Organizational oversight of 11 staff members
- Fund development and grant writing
- Federal grant management
- Program membership empowerment and training
- Fiscal management
- Strategic planning
- Policy development

Minimum Qualifications:

- Bachelor's degree in an appropriate field
- 5-10 years of senior management experience, with a strong commitment to the professional development of staff and a successful track record of recruiting and retaining a diverse team
- A background in social justice issues and a strong understanding and passion for working against oppression and advancing empowerment
- Significant experience working with a board of directors
- Ability to oversee a budget; fiscal management experience a must
- Experience with government, foundation, and corporation grants
- Significant experience in building philanthropic support
- Demonstration of a high level of emotional intelligence, intellectual curiosity, and desire to explore new ideas and innovative approaches to solving problems
- Experience in developing partnerships, building teams, and managing conflict
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson and relationship builder.
- Ability to work with a wide variety of stakeholders and to build collaboration with the community at large
- Excellent interpersonal skills
- Individual must pass background check and have valid driver's license.

Preferred Qualifications:

- MA, MS, MBA, MPA or related advanced degree
- Expertise on issues relevant to organization (domestic violence, sexual assault, crime victims, visitation services, offender treatment, community education and training, etc.)
- Experience in or across multiple sectors, including nonprofit, public, and corporate environments

To Apply:

Send or e-mail **cover letter and resume** by May 1, 2023 to:

CAWS North Dakota
Executive Director Search Committee
521 E. Main Ave. Suite 320
Bismarck, ND 58501

or contact@cawsnorthdakota.org

No calls, please.