

Review of the resumes begins Monday, March 3. The search will remain open until the position is filled.

The Pennsylvania Coalition Against Domestic Violence (PCADV) www.pcadv.org is seeking a new Executive Director with visionary leadership, a deep passion for women's rights and social change and the capacity to influence change in systems' responses to domestic violence as well as the public's beliefs about domestic violence. This dedicated and compassionate professional will bring a wealth of experience to an established and respected organization.

The Mission of the Pennsylvania Coalition Against Domestic Violence is to eliminate personal and institutional violence against women through programs providing support and safety to battered women, direct services, public information and education, systems advocacy and social change activities. The members of the PCADV work toward this goal through supportive, cooperative practices in all aspects of our individual programs and collective efforts.

The new Executive Director will succeed Susan Kelly-Dreiss, the founding Executive Director of PCADV, who is retiring in 2008. For over 30 years, Susan's vision has enabled this private nonprofit organization to grow and thrive, starting with nine domestic violence programs in the state to the current number of 61. The statewide network of community-based domestic violence programs offers a lifeline to safety for victims in every county of the Commonwealth without regard to age, sex, race, religion, physical ability, sexual orientation/identity, or economic status.

The Executive Director Position and Key Qualifications

Reporting to the Board of Directors, the Executive Director is generally responsible for the following:

Providing leadership to the organization and overseeing its day-to-day operations;

Overseeing effective management of the organization's financial resources;

Being the external face and voice of PCADV to partners, stakeholder, legislators, and elected public officials;

Working closely with stakeholders and continuously developing new mutually beneficial partnerships;

Sustaining PCADV as a reputable, thriving organization with great integrity that both governments and the private sector seek as a partner;

Cultivating financial and other community support to sustain PCADV as a high performing nonprofit organization;

Facilitating a strong working relationship with the Board of Directors and its committees; and

Serving as an outspoken and respected advocate.

Ideal candidates for this position will have acute business acumen and a track record of financial sustenance and growth as they cultivate leadership and management to support and sustain that success. They will also share a deep commitment to the mission of PCADV and to the people our agencies serve and support. They must possess a good sense of humor and a caring personality. Following are more specific desirable experiences, attributes and characteristics that the Board of Directors will be looking for and considering:

Knowledge of the domestic violence field;

Ability to manage a complex and far reaching organization;

Record of accountability and effective management of a multi-million dollar operating and capital budget;

Record of demonstrated successful fundraising, including the ability to marshal resources and devise strategies to generate revenue;

Leader who operates from a place of possibility with vision that inspires, motivates, directs and organizes others;

Strategic thinking and planning, and demonstrated ability to develop and implement strategic plans;

A demonstrated commitment to recruiting, maintaining, and supporting a diverse, multi-cultural workforce, board, as well as advisory structures;

A commitment to nurturing and sustaining new leadership, which will be particularly important for PCADV as long-term staff and board leadership retires.

Extensive experience in human services/nonprofit sector with specific experience as senior level manager in a large organization;

Networking skills and the ability to sustain and build partnerships and collaborations with a wide variety of stakeholders;

Exceptional communication and presentation skills, interpersonal skills and savvy;

Record of developing and engaging a strong nonprofit Board of Directors comprised of diverse community leaders and resources;

Experience as a team builder, able to work with diverse constituencies and personalities;

Political savvy and acumen;

Commitment to social justice issues, feminism/feminist perspective and philosophy;

Stellar record of integrity, honesty and trustworthiness;

Maintains a good balance between strong advocacy and tactful diplomacy;

Significant lobbying experience and experience with legislative initiatives, national task forces and/or committee work;

History of state or national organizing and advocacy;

Bachelor's degree in Human Services, Business, or related field, or commensurate experience. An advanced degree is preferred.

Application Process

To apply please email your resume along with a cover letter explaining your interest in the organization and salary requirements to: PCADV@transitionguides.com or to PCADV Executive Director Search, c/o TransitionGuides, 1751 Elton Road, Silver Spring, MD 20903.

PA Coalition Against Domestic Violence

IS AN EQUAL OPPORTUNITY EMPLOYER.