



## **Rhode Island Coalition Against Domestic Violence**

### **Position Profile: Executive Director**

#### **Organization**

The Rhode Island Coalition Against Domestic Violence (RICADV) seeks a dynamic Executive Director to build on our established record of innovation and success. Formed in 1979 to support and enhance the work of domestic violence agencies across the state, the RICADV provides leadership on the issue of domestic violence at the state and national level, while working with local communities to create strategies to prevent intimate partner violence.

The RICADV's network consists of five full member agencies who provide comprehensive emergency and support services to victims of domestic violence, dating violence, sexual violence, and stalking, as well as five affiliate member agencies whose work includes some programming to address or prevent domestic violence. In addition, Sisters Overcoming Abusive Relationships (SOAR) is a nationally recognized task force of the RICADV, made up of survivors of domestic violence.

The RICADV's vision is to create a society where domestic violence is not tolerated because communities are enlightened and responsive to the needs of victims and their children. We strive to do this using an anti-oppression lens that is at the heart of moving our mission forward. The RICADV has a unique organizational culture, where we believe that we can only truly achieve our mission by creating a workplace environment in which all staff are empowered and feel ownership of the organization. The Core Guiding Principles which sustain and energize our culture include stewardship, informed decision making, truth telling, being a learning organization, conscious communication and conflict resolution, antiracism and diversity, transparency, and flexibility.

## **Position Summary**

The Executive Director is accountable for the overall leadership and management of the RICADV's resources. Reporting to the Board of Directors, the incumbent guides and directs the activities of the RICADV, collaborating with member agencies and working with staff to provide support and technical assistance. The incumbent establishes and fosters statewide tactical partnerships, strategically positioning the RICADV to create the influence necessary to best serve the needs of survivors and their families. A key influencer, role model, and principal spokesperson representing the RICADV and its member agencies, the incumbent leads community dialogue around the issue of domestic violence, contributing to the national discourse. The incumbent exemplifies the values of the RICADV and nurtures organizational culture by creating a learning community that fosters creativity, stewardship, and a healthy work-life balance.

## **Key Duties & Responsibilities**

- Provide leadership and overall administration of the RICADV's objectives, initiatives, and activities, ensuring achievement of long- and short-term strategic and programmatic goals, the delivery of quality services, and the financial stability of the organization.
- Prepare federal, state, and private foundation proposals and grant applications and ensure compliance with the terms of all grants and contracts.
- Work with member agencies and partners to dismantle oppression in all its forms, including racism, sexism, classism, anti-Semitism, heterosexism, ableism, ageism, and xenophobia.
- Convene and collaborate with member agencies, represent the RICADV with service organizations and state and federal agencies, and work with multiple stakeholders and external partners in order to develop and maintain positive community relations and improve outcomes for survivors.
- Guide and implement the public policy agenda; work with elected officials; provide testimony on legislation at a national and state level in support of policies that improve the quality of life for everyone and lead to more just, inclusive, and healthy communities.
- Act as the principal spokesperson for the RICADV and its member agencies, developing relationships with media that are conducive to the dissemination of information; participate in media interviews to improve the public's understanding/awareness of domestic violence.
- Guide the growth of the organization and culture by continually evolving and learning, and cultivating and creating new long-term alliances and funding sources.
- Develop collaborative relationships with the Board of Directors, provide proactive communications, support committees and meetings, and manage strategic planning.
- Recruit, hire, develop, support, and mentor staff, ensuring an organizational culture in which all staff are connected to the organization's mission, vision, and shared values.

## Key Qualities

The preferred candidate will lead with energy that engages others in the RICADV's mission, and embraces and encourages the multi-dimensional elements of learning, working, and living in a diverse environment. They will have personal integrity, honesty, and respect for others as demonstrated throughout their career. They must have a passion for social justice and improving systems' responses to victims of domestic violence. The incumbent must be able to stand their ground on key issues related to domestic violence, and at the same time have the natural ability to listen to and solicit input from others to ensure that all key stakeholders have a voice in the work of the RICADV. They must have the capability to continue outreach into the community and cultivate future affiliations.

The ideal candidate has the following:

- Understanding of and passion for the RICADV's mission; investment in our vision that domestic violence can and must come to an end.
- Ability to understand and speak compellingly about our work.
- Commitment to racial and social justice; a personal approach that values the individual and respects differences; ability to facilitate difficult conversations about diversity and inclusion.
- Ability to work effectively with marginalized communities and support leadership among people of color in the domestic violence movement.
- Proven relationship building skills; ability to help people build community and develop a keen understanding of how coalition members connect to the community.
- Commitment to true collaboration; skilled written and verbal communication skills; and the ability to engage coalition members and affiliates, board members, staff, funders, elected officials, partners, and community stakeholders, and incorporate their feedback into the work.
- Experience practicing shared leadership and comfort letting others lead.
- Approach to problem-solving that demonstrates energy, creativity, and an open mind; communication and listening skills needed to resolve conflicts; comfort with change; willingness to make strategic recommendations, and take positive actions and calculated risks in order to improve the organization's programming and community collaborations.
- Ability to make sound decisions that respect the input of internal and external partners.

## **Education and Experience**

The successful candidate must possess a bachelor's degree – master's degree preferred – and a minimum of five years of experience in a leadership role. Knowledge of domestic violence is preferred. Previous experience in policy analysis and media work is required. Advocacy experience, and experience working with governmental officials, is highly desirable. Experience supporting opportunities to end oppression and improve conditions of underrepresented communities and individuals is expected. Demonstrated capability in financial management, community relations, program delivery, empowering leadership skills, building teams, organizational development, and strategic planning is desired. Familiarity with statewide membership organizations or coalitions is preferred. Must have experience creating a work environment that values transparency and offers the opportunity for all employees to be heard and involved in making decisions.

## **Working Conditions/Physical Requirements**

Ability to travel (15%-20%) in RI and nationally. Some extended hours, including occasional evenings and weekends, required. Standing or sitting for long periods, bending, stooping, occasional lifting, walking, climbing stairs. Occasional stress due to multiple demands of the position.

## **Contact**

This is an exciting opportunity for a thoughtful leader who is truly committed to making a positive contribution to the community. Compensation will be commensurate with experience and qualifications.

The RICADV is an equal opportunity employer and fully committed to a culturally diverse staff to better serve domestic violence victims and program staff. People of color, women, LGBTQ/T candidates, and people of diverse backgrounds are strongly encouraged to apply.

Candidates should submit a resume and cover letter describing their interest in this position, references, and salary requirements to:

Cynthia Butler, SPHR, SHRM-SCP  
Butler & Associates Human Resources Consulting  
[cjbutlerhr@gmail.com](mailto:cjbutlerhr@gmail.com)  
For more information visit <http://www.ricadv.org>