

## Executive Director

### Agency

DVSAS is a successful volunteer-driven 501(c)(3) non-profit organization, recognized for having stable operations, an effective management team, and a highly motivated staff and volunteer team. DVSAS supports individuals affected by domestic violence, sexual assault and commercial sexual exploitation and leads the community toward ending these abuses of power. With client-centered, accessible housing and support services, DVSAS empowers victims and survivors while offering safe housing and the possibility of a new life. The DVSAS organization has a highly collaborative relationship with the Board of Directors and strong support between and among local non-profits.

### Leadership

The ideal candidate will be rooted in social change, and will be self-reflective, transparent, politically savvy, and highly collaborative. The Executive Director should be able to walk into an established organization, assess the areas of leadership urgency, and work closely with the Board and management staff.

### Responsibilities

- Overall operations of a nonprofit organization
- Program and policy development, coordination, and evaluation
- Personnel and fiscal management
- Organizational development
- Public policy advocacy
- Community leadership, education, and professional training
- Board and public relations

### Leadership Qualities

- Unwavering integrity and authenticity, trust, values, and strong work ethic
- Openness to feedback and using feedback to help shape planning and agency decisions, ask for specific ways that they have handled someone who has disagreed with them, need to have a growth mindset; self-reflective and self-aware
- Transparent in communication with staff, management, and board



**Domestic Violence and  
Sexual Assault Services**  
*ending violence, transforming lives*

1407 Commercial St.  
Bellingham, WA 98225  
[www.dvsas.org](http://www.dvsas.org)

24 hour helpline: 360.715.1563  
toll-free: 877.715.1563  
*accepts 711 and other relay calls  
Se habla español.*

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### Leadership Qualities Continued

- Humble yet strong, with a sense of humor
- Business acumen and command skills
- Managerial courage and strategic agility
- Ability to manage vision and purpose
- Effective communication
- Passionate about services for survivors of domestic violence, sexual assault and commercial sexual exploitation
- Prioritization of programs, supporting and stabilizing programs

### Experience:

- Experience doing advocacy and direct service and managing a team of advocates
- Engagement with all programs and staff, valuing everyone on the team and their skills and input, able to inspire employees, collaborative and strengths-based leadership
- Knowledgeable about funding sources and how the work lines up with the grants
- Engaged in community relations
- Understanding of secondary trauma and how to support staff in order to increase retention
- Balance of practical management skills and trauma-informed innovation
- Responsible growth management, challenging unbridled growth paradigm, seeking to expand and leverage partnerships instead of always taking on all work internally
- Demonstrated commitment to values of anti-oppression and equity movements, showing it is more than just saying the right words, demonstrating prioritizing equity, inclusion, and anti-oppression practices; social change mindset
- Vision and ability to implement systemic change in order to remedy challenges, able to critically analyze and consider internal processes



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### Qualifications & Requirements

- Undergraduate required, Masters level preferred
- 10 years of experience in an Executive Director position for a non-profit organization
- Preferred experience in helping those affected by sexual assault and domestic violence, or experience in helping women and children
- Excellent verbal and written communication skills.
- Ability to establish and maintain effective working relations with staff and associates.
- Commitment to respecting individual differences and serving diverse population.
- Initiative to learn and enhance skills that promote equity and an understanding of oppression and its impact on domestic/sexual violence.
- Positive, problem solving attitude with a willingness to provide and seek guidance from team members.
- Passion for ending gender-based violence.
- Individuals with additional language fluency in Russian, Spanish or sign language are preferred and will receive a 5% salary range premium after a successful probationary period.
- DVSAS is committed to respecting and reflecting diversity. Survivors are encouraged to apply.

### DVSAS Mission

The mission of DVSAS is to support individuals affected by domestic violence sexual assault, and sexual exploitation, and to lead the community toward ending those abuses of power.

### Benefits

Medical, dental, eye/ear, life, disability, vacation, 401k match.

Children and/or spouses are eligible for the same medical and dental benefits as the employee, available at a different cost

### How to Apply

All screening will be done by Julison Sell Search Team. Apply directly with Amanda Sell-Sande, CEO of Julison Sell Search Team.

Email [amanda@julisonsell.com](mailto:amanda@julisonsell.com), call and text (360)684-1592.



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