

Recruitment Profile

Executive Director

New York City Anti-Violence Project



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WBB+McCormack
1775 E. Palm Canyon Drive
Suite 110-202
Palm Springs, CA 92264
323.549.9200 Fax 323.549.9222
www.wbbmccormack.com

THE CLIENT

Founded in 1980, by a community of activists in response to a series of brutal attacks against gay men, the New York City Anti-Violence Project is the largest organization in the country dedicated to ending all forms of violence against lesbian, gay, bisexual, transgender, queer (LGBTQ), and HIV-affected communities. Since its inception, AVP's comprehensive direct services have evolved to include the only LGBTQ and HIV-affected specific 24-hour, bilingual (English/Spanish) hotline in New York State and New York City's only crisis intervention, safety planning, short- and long-term counseling, support and in-house legal services for LGBTQ and HIV-affected survivors of violence.

Operating with a \$3.5 million annual budget, a staff of 30 and more than 300 volunteers in 10 locations throughout the five boroughs, AVP provides all of its services free of charge. Last fiscal year, AVP reached more than 55,000 people through outreach, received more than 3,400 hotline calls and provided direct client services to 1,445 individuals. In 2013, AVP began a Legal Services program that provides confidential legal services to survivors of intimate partner violence and sexual violence. In keeping with its 35-year tradition, AVP works to change attitudes that tolerate or instigate violence through community organizing, public advocacy and education. AVP provides extensive community training and education throughout the state and country, educating police, judicial, social service (including "victim services"), education and health care personnel.

Working through its National Coalition of Anti-Violence Programs (NCAVP), AVP led the effort to implement an LGBTQ-inclusive Violence Against Women Act (VAWA). Signed into law in 2013, VAWA was the first federal bill ever to contain LGBTQ-inclusive anti-discrimination provisions. In 2011, President Obama recognized AVP as a Champion of Change for their work on LGBTQ intimate partner and sexual violence. The organization's considerable list of awards and recognitions includes the Stonewall Foundation's Alan Morrow Prize for Board Excellence.

AVP's programs, services, policies and organizational culture are informed by an anti-oppression framework that understands oppression as a system that gives some people, groups, or communities' power over other people, groups, or communities because of their identities and experiences. AVP recognizes that oppression reduces a person's access to resources, rights, personal freedoms, and safety.

THE POSITION

Based in lower Manhattan and reporting to the 12-person Board of Directors, AVP's Executive Director will be responsible for working with the Board to meet the organization's strategic goals, diversify its revenue and build on its foundation of fiscal stability and program strength. The Executive Director will provide direction, identify funding opportunities and serve as the organization's spokesperson.

Core responsibilities include:

- Utilizing community-based models and strategies, strengthen core programs and address gaps in services to marginalized communities
- Lead communications and outreach to increase organizational awareness and encourage action against violence
- Develop impact-evaluation metrics to assess programs and allocate resources

- Build a fundraising strategy to increase private donor base and engage under-represented groups of prospective donors
- Strengthen the Board's capacity for effective fundraising and for inclusive representation of the communities AVP serves
- Oversee the creation of local and national policy strategies that leverage community organizing as a tool for change
- Build collaborative relationships with anti-violence allies and law firms that support social justice
- Lead AVP's national work in collaboration with AVP's National Coalition of Anti-Violence Programs

PROFESSIONAL REQUIREMENTS

AVP is seeking an innovative executive with a proven development background to manage daily operations and increase the organization's impact. The successful candidate will be driven by AVP's commitment to supporting survivors of violence and organizing around violence prevention, and will be passionately framing their work through an anti-oppression lens.

The new Executive Director will be a skilled manager capable of leading AVP's staff of 27 full-time and three part-time employees. The director will be financially astute with demonstrated ability to manage AVP's \$3.5 million annual operating budget. The successful candidate should have the following:

- At least 10 years of progressively responsible management experience
- Excellent communications and relationship building skills
- Experience with community organizing and its connection to public policy & political strategy
- Knowledge of the history and issues facing LGBTQ and HIV-affected communities
- Familiarity with the laws and legal structures impacting survivors of violence, marginalized and under-represented communities
- An understanding of trauma-informed crisis intervention
- Familiarity with budgets, P&Ls and nonprofit finance
- Government grant and contract experience
- Experience with corporate, foundation and individual fundraising
- Nonprofit administration and operations experience

PERSONAL REQUIREMENTS

We are seeking an innovative and strategic leader with exceptional communications skills. They will have dynamic interpersonal skills and will enjoy building productive relationships with staff, donors, stakeholders and coalition members. The ideal candidate will have:

- An awareness of the manifestations of social, racial and economic injustice
- The ability to fearlessly and passionately communicate difficult issues
- High emotional intelligence
- An approachable, collaborative and transparent leadership style
- Belief in the societal benefits of diversity and inclusion, and a commitment to social justice

- A vision for the organization's growth and sustainability and its potential for having substantive national impact on the issue of violence within and against LGBTQ and HIV-affected communities.

COMPENSATION

Our client is offering a competitive salary and generous paid leave for this position, along with a comprehensive benefits package, which includes medical, dental, 403(b), flex spending, dependent care reimbursement, life insurance, vision, short-term disability, long-term disability, supplemental insurance (AFLAC), health and wellness program, prepaid legal services, doctor tele-consults and pet insurance. Through an annual individual benefits allocation, AVP provides an option for employees to add or increase coverage in the offered benefit areas.

OPPORTUNITY

Following years of focused work, AVP's infrastructure has been strengthened and professionalized. Its departmental policies and procedures are updated and aligned with the best practices. With a fully funded office move planned for June 2015, the organization is fiscally sound; it has established an operating reserve and is on target to meet its FY 2015 budget goals.

Following the organization's pioneering efforts to secure LGBTQ-inclusive anti-discrimination federal legislation (VAWA) and its leading role on national grassroots advocacy and policy initiatives, the New York City Anti-Violence Project is poised to increase its national impact, especially in the area of prevention, and advance the organization's vision of a world in which LGBTQ and HIV-affected communities are safe and free from violence.

The New York City Anti-Violence Project's new Executive Director will lead a team of smart, dedicated professionals, each of whom is expert in their respective areas of oversight and who are part of a hard-working, mutually supportive culture. In partnership with a deeply committed and high-performing Board of Directors, the successful candidate will guide AVP through its next phase of development and will continue the life-changing work of ending violence against and within LGBTQ and HIV-affected communities.

CONTACT

Please submit a brief cover letter and résumé as attachments via e-mail to:

Michelle Kristel, Search Consultant
Joseph McCormack, Managing Partner
WBB+McCormack
1775 E. Palm Canyon Drive, Suite 110-202
Palm Springs, CA 92264
Tel 323.549.9200
Fax 323.549.9222
Email search@wbbmccormack.com
Online www.wbbmccormack.com

All inquiries or referrals will be held in strict confidence.

Please note that your education, dates of employment, compensation and other information provided will be verified prior to employment.

WBB+McCormack works only with equal opportunity employers. People of color, people with disabilities and people of diverse sexual orientations, gender expressions and identities are encouraged to apply.