



## REVISED POSITION ANNOUNCEMENT: SEARCH EXTENDED

Executive Director  
Sacramento, California

The California Partnership to End Domestic Violence (the Partnership) seeks a principled, visionary, and compelling leader with the ability to galvanize and strengthen a diverse community of advocates and organizations across the state. Together we are striving toward a vision of a California that is free from domestic violence. This is a rewarding opportunity for a talented leader to impact the anti-violence movement in a state known for its innovation and national voice.

### ORGANIZATIONAL BACKGROUND

The Partnership promotes the collective voices of a diverse coalition of 1,000-plus advocates, organizations and allied groups across the state who are working to eliminate all forms of domestic violence.

With a focus on prevention and intervention, and an approach that recognizes the intersection of race, income, immigration status, and gender, we advance our mission by shaping public policy, increasing community awareness, and strengthening our members' capacity to achieve safety and healing for victims, survivors and their families.

Working at the state and national levels for nearly 40 years, the Partnership holds an extended track record that includes successfully passing over 200 pieces of legislation addressing domestic violence. Every day we inspire, inform, and connect all those concerned with this issue, **Because Together We're Stronger.**

In broad coalition with members and other allies, the Partnership advances multiple ongoing priorities and strategies that seek to end sexual abuse and domestic violence. The guiding principles for our work are:

- **CULTURAL RESPONSIVENESS:** We represent California's rich diversity.
- **PARTNERSHIP:** As a connector and network-weaver, we promote collective strength through reciprocity and interdependence.
- **EQUITY:** We shift power so that underrepresented voices frame our approach.
- **BELOVED COMMUNITY:** We are part of a "bigger we" and intentionally stand in intersectional solidarity with communities.
- **BRAVERY:** We embrace discomfort, taking informed and inspirational risks to disrupt the status quo.

The Partnership's Board and staff teams are deeply committed to these values and continue to work diligently toward shifting the culture of the organization and our movement toward equity and away from white supremacy thinking. We are looking for a dynamic and

pragmatic leader who shares this vision and who will collaboratively move us toward greater alignment.

Please visit our [leadership transition website page](#) for specific examples of our work and recent accomplishments.

## KEY RESPONSIBILITIES

The Partnership's next executive leader will be called upon to galvanize the movement to end domestic violence in California and, in turn, across the nation.

- **POSITIONING:** Strengthen the Partnership's position as a thought leader, advocate and capacity builder with increased credibility and expanded access to policy- and opinion-makers.
- **REFRAMING:** Continue to build consensus with members to reframe the discussion around domestic violence and challenge the way in which the characteristics of white supremacy show up in our systems. This will entail incorporating an intersectional analysis (race and ethnicity, socioeconomic class, gender and sexual orientation, age, ability, and immigrant identity) in our work and, in so doing, raise visibility, move the public discourse, and shift policy and community responses toward more effective prevention and intervention solutions.
- **SPEAKING:** Maintain a robust schedule of speaking engagements and build the profile of the organization through active representation of the Partnership at key meetings, events and conferences.
- **STEWARDSHIP:** Ensure the financial health of the Partnership by securing revenue, managing a budget that is presently \$2.4 million, and working with key staff and board members on strategies to grow. Engaging the Board to prioritize fundraising will be key, along with strengthening relationships with current funders, cultivating new donors and members, and developing innovative funding sources.
- **STRATEGIZING:** Implement the current [theory of change](#), evaluate its impact, and explore the need for additional strategic planning to advance the Partnership's mission and vision through an inclusive and team-oriented process.
- **LIAISING:** Build and maintain strong relationships with the Board of Directors, members, funders, policymakers, and other stakeholders.
- **MANAGING:** Hire, manage and nurture a diverse and talented staff team in a manner that is inclusive, humble and strengths based.

## THE CANDIDATE

We are seeking a dynamic, inclusive, courageous, and inspiring leader with a demonstrated commitment to the Partnership's mission. Ideal candidates will be strategic-thinkers and risk-takers grounded in social justice values, and racial and feminist theory. The Partnership's next executive director will exhibit a coaching-style of leadership that builds consensus and lifts-up the voices of survivor-leaders, members, the staff team, and traditionally marginalized people. While no candidate will embody every quality, the successful candidate will bring many of the qualifications and attributes listed below.

## Qualifications

- A demonstrated record of transformational leadership within collaborative organizations, networks, or campaigns, and communities of color.

- Experience with membership-based coalitions and working with statewide governing boards is strongly preferred. The ability to ignite change and drive impact through effective member engagement is essential.
- Experience supervising, developing and mentoring staff in a human-centered workplace that values equity, humor, and open communication and strives for a balance between autonomy and collaborative team structures.
- Substantive knowledge of the field of domestic violence prevention and intervention is preferred. Experience with direct service, and an understanding of the state legislative process and federal appropriations are also pluses.
- Familiarity with the terrain, strategies and lessons learned from allied social change movements is preferred. These include, but are not limited to, sexual assault, immigration, housing, and parallel work with men and boys.
- Ability to convey a sophisticated analysis of gender, gender identity, sexual orientation, race, ability, and class, along with the embodiment of practices that recognize how interlocking systems of oppression operate within individuals, organizations and communities.
- A proven track record of developing visionary ideas and innovative strategies, and then implementing them through concrete action plans.

### Preferred Skills & Attributes

- An adaptive, patient, flexible, collaborative, and unifying leadership style that embraces multiple points of view. An ability to problem-solve, navigate complex situations, facilitate groups, foster positive dialogue, and build consensus.
- Savvy networking skills and a demonstrated capacity to work with diverse stakeholders - members, survivors, policymakers, opinion makers, government officials, funders, staff, board, and concerned citizens.
- Decisiveness as a leader who believes in, trusts and empowers staff and knows when and how to allow others to assume leadership roles.
- Credibility as a leader who can set an agenda for the next decade within a collaborative member-based organization with a diverse, engaged field of partners. Tenacity and resilience in the face of political pressure, media scrutiny and bureaucratic resistance.
- A fundamental belief in the wisdom of those with lived experiences and an ability to hold space for diverse perspectives and approaches in the movement to end domestic violence.
- Commitment to encouraging a healthy and collective work environment that values work and personal life balance. Recognition that creativity, flexibility, health and humor among staff enrich the work of the organization.
- Exceptional analytical and advocacy abilities including comfort with data analysis.
- Demonstrated experience in successful fundraising with individual donors, foundations and government sources.
- Financial acumen, including an appreciation of and commitment to strong systems of financial management, reporting and accountability.
- A high level of emotional intelligence, cultural humility, and the capacity for listening, self-reflection, self-accountability, and self-improvement. An instinctive sense of when to let go of criticism and when to accept it to improve our work.

- Persuasive public speaking skills grounded in knowledge and authenticity plus outstanding writing skills that are effective across diverse audiences and stakeholders.
- Excellent organizational skills, including the ability to balance multiple tasks and respond calmly under pressure.
- Ability to oversee and implement a vital marketing and communications strategy that is responsive to media and social networking shifts and leverages new opportunities while simultaneously maintaining the priorities and goals of the strategic plan.
- Bilingual capacity preferred.

## **THE TEAM**

The Executive Director reports to an engaged Board of Directors with 20 Board-appointed and member-elected directors. The ED leads a dedicated 13-person staff team, including three direct reports – an Administrative Director, a Policy Director, and a Director of Programs. The 1,000 plus individual advocates, organizations, and allied groups that comprise the membership base are organized by seven regions and are as diverse as the State of California itself.

## **LOCATION & TRAVEL**

The Partnership is based in Sacramento, CA and currently it is expected that the ED will have the ability to be onsite 3 or more days a week, depending on the needs of the organization and team, which is consistent with the culture of the organization and its value of equity. A generous budget up to \$10,000 will be available for relocation costs.

This position can require regular and sometimes frequent travel, depending on the needs of our communities and the time of year. The Partnership has been working remotely during the public health crisis and all travel is currently on hold. Moving forward we expect to revisit the remote workplace policy.

## **COMPENSATION & BENEFITS**

Salary starts at \$160,000 with some room for negotiation. The Partnership encourages a healthy work-life balance for its entire team and offers a competitive benefits package that includes covering 100% of health care premiums, paid sick leave, vacation and 14 holidays. A relocation budget up to \$10,000 will also be available.

We are committed to the success of our new ED. The incoming leader will have access to a professional development budget of \$10,000 for training, coaching, or other support to facilitate the transition and address learning edges. As part of the supportive onboarding process, the newly hired ED will have a clear working and communication agreement with the Board of Directors and will receive 4 onboarding coaching sessions from a certified coach, Elsa Rios of Strategies for Social Change.

## **COVID-19 & TRANSITION TIMELINE**

Applications will be received on a rolling basis until the position is filled. The Search Committee, comprised of Board and staff members, has already begun to conduct interviews. We encourage interested applicants to reach out to our search consultant with any questions, and to submit their applications as soon as possible. Please contact [shella@strategiesforsocialchange.com](mailto:shella@strategiesforsocialchange.com) to set up an informational call.

Given the impact of the COVID-19 pandemic on our members and communities, the Partnership expects to conduct all interviews via Zoom video conference. We recognize that

our next Executive Director may require extra time to depart from their current commitments and so the Partnership will work flexibly around those needs.

## COMMITMENT TO EQUITY

The Partnership is an equal opportunity employer that centers racial and gender equity in its work internally and externally. We prioritize and support the leadership of people of color, LGBTQ individuals, and survivors with lived experiences. We strongly encourage people of all traditionally marginalized identities to apply. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category under local, state or federal laws.

## TO APPLY OR REFER CANDIDATES

[Strategies for Social Change](#)® LLC (SSC) is conducting the Partnership's executive search and leadership transition process. SSC is a woman of color owned and led capacity building and leadership development practice dedicated to working with social justice organizations nationally. Referrals to potential candidates or other inquiries may be forwarded to [edsearch@cpedv.org](mailto:edsearch@cpedv.org).

Applications should be submitted via email as a **single PDF**, as soon as possible. The position is open until filled and interviews have started. Completed applications will include the following components in this order:

- 1) A cover letter that addresses in the applicant's own voice:
  - Why are you interested in working with the Partnership?
  - What do you believe you would bring to the position of Executive Director?
  - How are your past accomplishments relevant to this position?
- 2) A résumé
- 3) A list of three references that includes names, affiliation, email addresses and phone numbers (References will not be checked until the finalist stage and candidates will be given an opportunity to notify their references in advance.)

Please submit applications, in confidence, as a single PDF to [edsearch@cpedv.org](mailto:edsearch@cpedv.org). Inquiries will be reviewed on a rolling basis up until the position is filled. Interviews have started and so candidates are encouraged to submit as soon as possible.