YWCA Pierce County is seeking a Chief Executive Officer (CEO) who can build on the organization’s successes as a leader in innovative services to break the cycle of intimate partner violence and drive anti-racist transformation.

The new leader will work with a committed and growing staff of over 50, a talented senior leadership team of 5, and 22 dedicated members of the Board of Directors to advance the mission of the organization and continue to deepen YWCA Pierce County's impact in our communities.

They will be an experienced leader of anti-racism and social justice initiatives and efforts, a strong staff leader and builder of healthy organizational work cultures, and a confident and skilled fundraiser who displays a clear commitment to the organization's mission and ability to communicate the story and value of the organization to funders and in our communities.
ORGANIZATIONAL OVERVIEW

In alignment with YWCA USA’s mission, YWCA Pierce County is dedicated to eliminating racism, empowering women, and promoting peace, justice, freedom and dignity for all. YWCA Pierce County seeks to transform lives through safety, healing, and empowerment.

As an inclusionary nonprofit organization, YWCA Pierce County provides assistance to survivors of domestic violence and their children. All survivors are welcome regardless of race, ethnicity, gender, gender identity or expression, religion, or sexual orientation. Bilingual staff and interpretation services eliminate language barriers and ease transitions for all of our clients. In the last three years, YWCA has served an average of over 11,000 adults and children annually, who are seeking help due to domestic violence.

YWCA Pierce County is committed to eliminating racism by creating a community of social justice, which means we work for inclusion and equality for all people, regardless of race. We do that within our organization by educating staff, implementing inclusive policies and practices, and practicing nondiscrimination in our services. We do this in the community by promoting and supporting inclusion, equity and social justice, and by partnering with other organizations who share those values and activities.

YWCA Pierce County’s innovative and transformative building project is ushering in a new and exciting era of service and support for our clients and expanding access to low-income housing in our community. To create a full continuum of services that meet our mission of safety, healing and empowerment, YWCA Pierce County has built 54 units of permanent and affordable housing through the Home at Last project. This project completes our vision of a holistic campus for domestic violence survivors and their families. It connects our 90-day emergency shelter with our 405 Broadway building that is home to our legal services program, therapeutic children’s and youth program, community advocates and resource center, and a variety of support groups and educational programs for adults, teens, and children. All of these services are supported by a current operating budget of $3.5 million, consisting of a combination of government grants and contracts, corporate and private foundation giving, individual donors, earned income, and in-kind donations.

ORGANIZATIONAL SNAPSHOT

- Founded in: 1906
- Annual operating budget: $3.5M
- Staff: 52
- Board: 22
- Clients served: over 11,000 annually
- Campus: 90-day emergency shelter, 54-unit affordable housing building, and administrative and program office building

The Dorothy Height Apartments, opened March 2021, offering permanent housing to homeless individuals and families.
The incoming CEO will join YWCA Pierce County at an important and exciting moment of transition in the organization’s development. With the retirement of a highly successful, long-time leader, and the completion of our Home at Last campaign, the new CEO will have incredible opportunities to expand and deepen the organization’s impact for years to come. The new CEO will step in at the culmination of a period of significant organizational growth, in terms of both programming and physical structure. This dramatic growth in the scope of services and support that YWCA Pierce County provides represents a significant opportunity for the new CEO to have a long-lasting impact on the organization, our clients, and the broader communities we serve.

The CEO is responsible for oversight of every aspect of the administration of YWCA Pierce County, including quality operation of multiple programs, financial management, personnel management, fund development, policy recommendations and implementation, community relations, and collaboration with the Board of Directors.

**Over the next several years, the CEO will have the opportunity to:**

- Lead the development, implementation and ongoing assessment of a strategic sustainability plan with an eye toward organizational, staff, and client wellbeing.

- Advance racial and gender equity and address structural oppressions within the agency, in Pierce County, and in the broader domestic violence movement by contributing to the continued development of the YWCA Pierce County Race and Social Justice Plan.

- Maintain, deepen, and expand fundraising efforts.
CEO RESPONSIBILITIES

ANTI-RACIST ORGANIZATIONAL DEVELOPMENT
Deepen the organization’s capacity as an anti-racist, multi-cultural organization by fostering a culture of trauma-informed decision making and dismantling of white-supremacist organizational policies, practices, and cultures.

STAFF DEVELOPMENT AND WELLBEING
Prioritize the professional development and wellbeing of a high performing and dedicated diverse staff team through trauma-informed leadership and cultural humility.

FUNDRAISING
Lead the development team in creating and executing fundraising strategies grounded in the mission and values of the organization, including maintaining existing and cultivating new relationships with major donors and foundations, and seeking public funding at the local, state, and federal levels.

STRATEGIC PLANNING AND FINANCIAL MANAGEMENT
Provide primary strategic and financial oversight for the organization in partnership with the Board, Finance Committee, and senior leadership team.

BOARD DEVELOPMENT AND MANAGEMENT
Collaborate with a strong and engaged Board of Directors and cultivate and maintain a commitment to anti-racism among the Board.

ADVOCACY AND COMMUNITY RELATIONS
Serve as the chief spokesperson and foster relationships with strategic organizational and community partners. Build relationships with people from diverse backgrounds and speak publicly about the organization’s mission, values, and commitment to anti-racism, gender equality, social justice, and ending domestic violence.
THE IDEAL CANDIDATE

The ideal CEO will lead with a deep commitment to anti-racist, anti-sexist, and trauma-informed practices. They will champion YWCA Pierce County’s mission and values across the region, and build trusting, collaborative relationships with partners, donors, and communities. They will inspire staff, supporters, and community members around working together toward a shared vision, and they will lead fundraising efforts in order to meet organizational goals. They will demonstrate a record of success as an organizational leader and manager, with a particular focus on supporting and advancing staff and client wellbeing through a trauma-informed lens. They will demonstrate the ability to create empowering spaces and processes for a team that brings a high level of leadership and expertise to their work.

While we don’t expect candidates to be an expert in everything, we seek a leader who has self-awareness about which of the skill sets described below are strengths they already possess and which they will need to develop further to be successful.

YWCA Pierce County seeks a CEO who is:

• Committed to and able to infuse all aspects of their work with the organization’s mission, values, and vision;
• An experienced leader of social justice initiatives with a track record of developing and fostering anti-racist policies, practices, and organizational cultures;
• A confident and skilled fundraiser who can create and execute a diversified fundraising strategy, and cultivate meaningful and productive relationships with donors;
• A strong staff leader who aims to create and maintain healthy and collaborative organizational work cultures;
• Able to actively engage a nonprofit Board of Directors;
• Familiar with and able to oversee the budget and operations of a nonprofit organization;
• A collaborative community partner and leader who is committed to building and maintaining connections within Pierce County communities;
• Experienced with program content, such as direct service, trauma informed care, domestic violence and/or emergency housing.
COMPENSATION AND BENEFITS

This is a full-time salaried position requiring a willingness to work some evenings and weekends and occasional travel. The expected salary range is between $120,000 - $140,000 depending on qualifications and experience.

YWCA Pierce County offers a generous benefits package including medical, vision, and dental coverage at a low or no premium for employees, and a generous employee assistance program through Wellspring, at no cost to the employee. After two years of employment, the CEO would be eligible for the YWCA Retirement Fund; a cash-balance defined benefit plan. Employees have access to supplemental insurance policies (STD, LTD, etc.) through AFLAC. YWCA offers flexible work schedules and generous paid time off, holidays, and sick leave.

YWCA Pierce County is located in the Stadium District of Tacoma, WA, in the beautiful Pacific Northwest. Tacoma is a vibrant city with a strong sense of pride in community. Along the I-5 corridor, Tacoma offers access to Seattle, Portland, beautiful national and state parks, the Puget Sound, and many cultural institutions.

COMMITMENT TO EQUITY

YWCA Pierce County is committed to enacting anti-racist policies, practices, and organizational structures aimed at dismantling white supremacy in all of its manifestations. We understand that racial inequities sit at the foundation of all forms of oppression and strive to build an intersectional, trauma-informed organizational culture and apply these lenses in the ways we interact with one another and deliver services to our clients and communities. We recognize that anti-racism is not an endpoint, but, rather, a continuous and iterative practice that requires individual, collective, and organizational learning, accountability, and action.

YWCA Pierce County is an equal opportunity employer that honors and values diversity and does not discriminate on the basis of race, ethnicity, gender, gender identity or expression, religion, sexual orientation, or (dis)ability. We strongly encourage applications from Black, Indigenous, and People of Color, immigrants, refugees, people with (dis)abilities, gender queer and members of LGBTQI+ communities, as well as survivors and individuals from other underrepresented and historically marginalized communities.

HOW TO APPLY

Apply by clicking this link:
https://cloversearchworks.recruiterbox.com/jobs/fk0uiq8

Online applications only, please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience, interests, and values are a fit with YWCA Pierce County’s goals, mission, and vision for the future as described in this announcement.

Applications received by May 3, 2021 will be given full consideration; early applications are appreciated! All applications will be acknowledged via an email receipt. Applications will be considered as they are received; interviews with the committee will begin in mid-May.

Questions regarding this opportunity are welcomed and can be directed to Karla Struble: KStruble@ywcapiercecounty.org 253.272.4181 ext. 226.

Clover Search Works is honored to be partnering with YWCA Pierce County in this search.