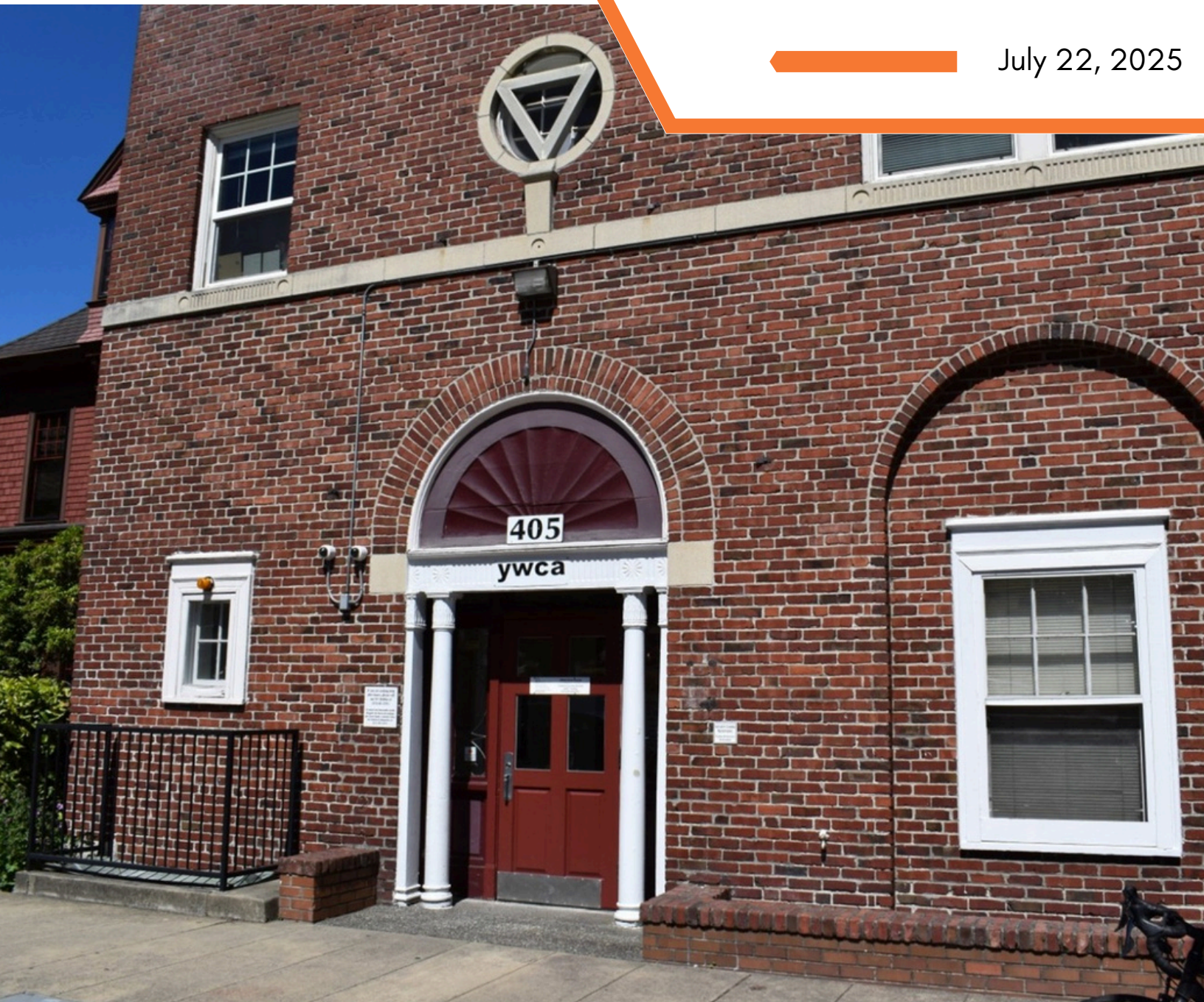


# Position Announcement

July 22, 2025



## **Executive Search for:**

Chief Executive Officer

## **YWCA Pierce County**

405 Broadway  
Tacoma, WA 98402



# Position Announcement

# INTRODUCTION



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 domestic violence and drive anti-racist transformation.

# HISTORY OF THE YWCA PIERCE COUNTY

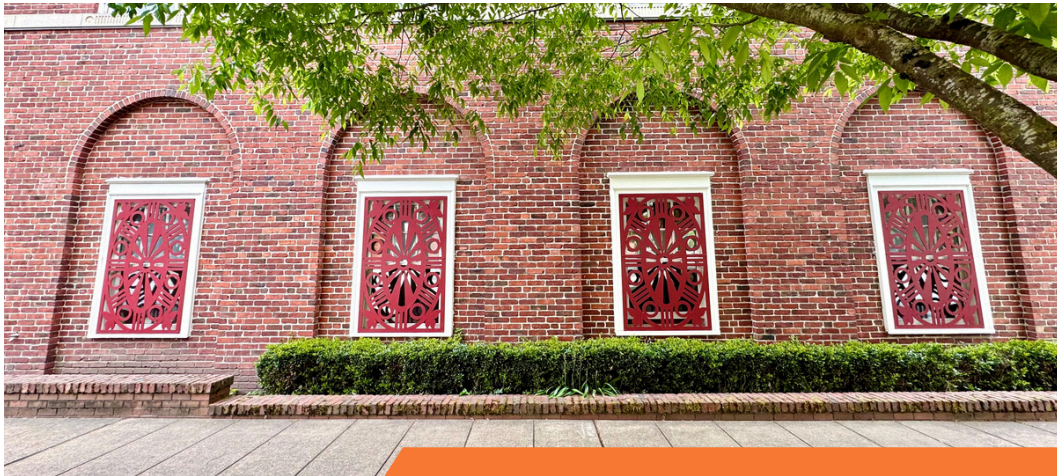
Established in Tacoma in 1906, YWCA Pierce County has devoted over a century to creating opportunity and safety for adults and children in the greater Tacoma community.

After opening Washington State's first emergency shelter for survivors of domestic violence in 1976, YWCA became a forerunner in the domestic violence service provision field.

The YWCA continued growing to meet the needs of survivors in the community and implemented changes to provide services that are both individualized and trauma-informed. These developments included establishing a Legal Services program in 1998, moving the existing Shelter program into a newly refurbished building in 2010, and constructing/opening Dorothy Height Apartments in 2021 to provide low-income housing to individuals experiencing homelessness.



# ABOUT YWCA PIERCE COUNTY



## Mission

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 non-profit organization, YWCA Pierce County assists 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 clients. The YWCA services over 6,000 adults and children annually, who are seeking help due to domestic violence.

YWCA Pierce County is dedicated to transforming lives through safety, healing, and empowerment.



# ABOUT YWCA PIERCE COUNTY



## **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 oppressive constructs that further macro-and micro-level violence, 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), genderqueers, and members of the LGBTQAI+ communities, as well as survivors and individuals from other underrepresented and historically marginalized communities.

# POSITION DESCRIPTION



## **Location**

Tacoma, WA

## **Reports to**

Board of Directors

The Chief Executive Officer (CEO) is responsible for oversight of every aspect of the administration of YWCA Pierce County, including quality operation of multiple direct services, financial management, personnel management, fund development, policy recommendations and implementation, risk management, community relations, and collaboration with the Board of Directors.

The scope of services and support that the 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.

# PRIMARY RESPONSIBILITIES



## Key Goals for the Chief Executive Officer

- Lead organizational renewal by addressing internal challenges, rebuilding trust, and cultivating a resilient, collaborative culture that empowers staff and aligns with the YWCA's mission
- Guide the implementation and assessment of the strategic plan with a trauma-informed care lens prioritizing the well-being of the organization, staff, and clients.
- Advance racial and gender equity and address structural oppressions within the agency, in Pierce County, and within the broader domestic violence movement
- Maintain, deepen, and strategically expand fundraising efforts given the current economic and social environment

# IDEAL CANDIDATE PROFILE



## Essential Responsibilities

The ideal CEO will lead with a deep commitment to anti-racist, anti-sexist, and trauma-informed practices to:

- Champion YWCA Pierce County's mission and values across the region, and build trusting, collaborative relationships with partners, donors, and communities
- Inspire staff, supporters, Board, and community members to work together toward a shared vision
- Establish a clear understanding and support of a client-centered and empowerment-based approach to building partnerships with survivors of domestic violence and provide space for feedback to ensure quality of services
- Lead fundraising efforts to meet organizational goals and maintain a healthy budget that allows services to thrive and grow
- Demonstrate a record of success as an organizational leader, with a particular focus on supporting and advancing staff and client well-being through a trauma-informed lens and commitment to transparency
- Create empowering spaces and processes for YWCA Pierce County to ensure a high level of expertise throughout the organization



# IDEAL CANDIDATE PROFILE



## Essential Responsibilities (Continued)

### Staff Development and Well-being

- Prioritize the professional development and well-being of a diverse team through trauma-informed leadership and cultural humility

### 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, accessibility, and dismantling of white-supremacist organizational policies, practices, and cultures.

### Fundraising

- Collaborate with the YWCA Pierce County Fund Development Team to create and execute fundraising strategies grounded in the mission and values of the organization.
- Build and strengthen relationships with major donors, foundations, and public funders while cultivating new relationships and exploring modern fundraising approaches to ensure sustainable funding streams.

### Strategic Planning and Financial Management

- Provide primary strategic and financial oversight for the organization in partnership with the Board, Finance Committee, and leadership team

### Board Development and Management

- Collaborate with the Board of Directors and Associate Board to cultivate and maintain a commitment to excellence in governance, active engagement, and an anti-racism approach among the Board

### Advocacy and Community Relations

- Champion the organization's mission, serving as the chief spokesperson to build relationships with strategic partners and diverse communities, while speaking and sharing the YWCA's vision to end domestic violence, and promoting anti-racism, gender equality, and social justice

# IDEAL CANDIDATE PROFILE



## Abilities + Knowledge

- Commitment to infuse all aspects of their work with the organization's mission, vision, and values
- Excellent interpersonal skills and commitment to fostering a team approach for an inclusive and empowering work environment
- Experience with program content development and management (e.g., Direct service, trauma-informed care, domestic violence, and/or emergency housing)
- Strong public speaking, writing skills, and ability to build a narrative from the work of the YWCA that can translate to all varied communication mediums
- Proven experience in social justice initiatives with a track record of developing and fostering anti-racist policies, practices, and organizational cultures
- Dedication and skilled in ethically sound deliberation and decision-making
- Confident and skilled in fundraising, and creating and successfully executing a diversified fundraising strategy
- Proven success in cultivating and maintaining meaningful, productive relationships with donors and understanding of community outreach as a foundation for fundraising
- Familiarity with and ability to oversee the budget and operations of a non-profit organization
- Strong creativity that aims to maintain a healthy and collaborative organizational work culture
- Engagement with a non-profit Board of Directors, and an ability to collaborate with community leaders and partners to build, maintain, and connect Pierce County communities

# IDEAL CANDIDATE PROFILE



## Education + Experience

- Bachelor's degree in Business Administration, Public Administration or equivalent and/or at least 5 years of experience in high-level management and extensive understanding of non-profit leadership in domestic violence, housing/homeless services, or other related social service organization
- Proven track record leading internal and external aspects of a complex organization, including managing and developing staff, community outreach and fund development, and board relations
- Proven ability to implement new programs and initiatives, and lead organizational advancement
- Significant understanding and working knowledge of current best practices in non-profit leadership, DEIA (Diversity, Equity, Inclusion, and Accessibility), trauma-informed practices, and the state and national policies that impact marginalized populations



# THE FINE PRINT



## Compensation Range

\$140,000–\$150,000

## Benefits

- Medical
- Dental
- Vision
- Long-term disability
- Life Insurance
- Health reimbursement arrangement
- 401K non-contributing
- Retirement plan (vested after two years)
- PTO, 160 hours in year 1–3
- 60 hours sick leave annually
- 11 paid holidays annually

# Position Announcement

# **NEXT STEPS**



If you would like to apply to be the next Chief Executive Officer at YWCA Pierce County, please send a cover letter, resume, and three references, **by August 22, 2025**, to:

CEO Search  
YWCA Pierce County  
405 Broadway  
Tacoma, WA 98402  
[mbarnett@ywcapiercecounty.org](mailto:mbarnett@ywcapiercecounty.org)

Thank you for your interest in this position.