THE ORGANIZATION

A mother’s arms represent the refuge we all seek in a time of crisis or to heal from trauma. In 1976, a coalition of Bay Area women founded La Casa de las Madres, San Francisco’s oldest and largest shelter dedicated to women and children escaping domestic violence. In our name - Home of the Mothers - La Casa’s founders honored the memory of one of their mothers, a woman brutally murdered by her partner, and they sought to convey the safety, nurturing, and unconditional acceptance within.

That once quiet shelter is now a leading voice for abused women, their children, older adults, and teens – educating, empowering, and promoting awareness about domestic violence and its victims. La Casa remains San Francisco’s only domestic violence shelter enabling access to safety at any hour of any day. As vocal community advocates, we engage more than 20,000 community members annually through active programs and a wide range of targeted outreach and advocacy activities. Our message conveys to victims in need – you don’t have to leave your home to come to ours.

Our Mission

La Casa de las Madres responds to calls for help from domestic violence victims of all ages, 24 hours a day, 365 days a year. We give survivors the tools to transform their lives. We seek to prevent future violence by educating the community and by redefining public perceptions about domestic violence.

SUMMARY OF THE POSITION/KEY RESPONSIBILITIES

La Casa de las Madres seeks a visionary and strategic Executive Director with the ability to lead the external and internal aspects of the organization while focusing on these critical priorities: setting strategy, ensuring the continued stability of the day-to-day operations, program management, maintaining key external relationships, and fundraising. The successful candidate is a confident leader in the field of domestic violence and has a proven track record of leading a non-profit with a racially, culturally, and economically diverse constituency. This individual has an understanding and can tactfully navigate the political landscape of San Francisco and has the vision and foresight to develop a path forward for La Casa de las Madres while holding true to the organization’s mission and values.
The Executive Director will be able to carry out the following duties and responsibilities:

- Working in partnership and reporting to an engaged and committed Board of Directors
- Leading and managing staff in fulfilling the mission and vision of La Casa de las Madres and sustaining the ongoing successful operations of the organization
- Being responsible for the fiscal sustainability of the organization, ensuring diversified and robust sources of revenue
- Taking ultimate responsibility for leading and managing the organization
- Acting as the external spokesperson for the organization and increasing its profile locally, regionally, statewide, and nationally

QUALIFICATIONS

The new leader must be a seasoned executive with a demonstrated track record of visionary leadership. This individual has an innate ability to identify new opportunities, initiate new ideas, and establish new relationships while keeping existing relationships and operations moving forward effectively.

Leadership/Professional Skills

- Experience leading and managing a significant organization or a business unit of a larger national or international enterprise
- Strong, creative, politically savvy, and engaging leader who can mentor and develop staff to effectively translate strategies into financial, operational, and program goals and objectives
- Demonstrated success in strategic planning and implementation
- Track record of effectively working with a diverse and business-oriented Board of Directors
- Proven ability to identify potential sources of investment and lead organizational fundraising efforts. Well versed in developing meaningful and long-lasting relationships with individual donors, SF/public funding, foundations and corporations
- Experience in advocacy and negotiations with demonstrated skills to work with local, state, and national agencies
- Track record of outreach and collaboration, including building coalitions of people and organizations
- Skilled and knowledgeable in the use of technology to enhance the organization’s ability to manage and respond to existing and future needs


Competencies/Attributes

The new leader will be entrepreneurial and enthusiastic about the work La Casa de las Madres’ performs and will have the ability to mentor and develop a new generation of advocates. The ED must be able to convert La Casa’s mission and needs into giving opportunities.

Because of the complex nature and the dynamics of domestic violence the ED must appreciate and respect the mission of La Casa and the women and children we serve. As such the ED will be:

● Passionate about La Casa’s mission, vision, values, and initiatives
● Experienced and knowledgeable about domestic and gender-based violence including the contributing individual, relationship, community and societal risk and protective factors
● A confident presence – completely comfortable and at ease being “the face” of and primary spokesperson for La Casa de las Madres, adept at media relations.
● A secure leader willing to listen, ask questions, and be comfortable not having all the answers
● A mentor – inspiring, developing, and retaining staff
● Ability to make and delegate decisions as needed, work well under pressure and adapt to changing situations and priorities
● Resilient to organizational setbacks
● Compassionate and emotionally intelligent
● An excellent communicator, both orally and in writing
● Professional and energetic in style
● An innovator balanced with good judgment and problem-solving skills
● Ability to work in a diverse, fast-paced environment and handle multiple priorities simultaneously
● Must be committed to diversity, equity and inclusion within the organization and within the broader community the organization serves

EDUCATION/ADDITIONAL SKILLS

A Bachelor’s degree is preferred. A graduate degree in a related field of study is a plus. Will consider ten (10+) years complex executive management (profit or nonprofit) experience in place of degree.
COMPENSATION

The Executive Director position is a full-time, exempt position that will require flexibility in working evening and weekend hours. A competitive compensation package, including a comprehensive benefits package will be offered commensurate with experience.

PROCEDURE FOR CANDIDACY

Please email resumes and cover letters to Azzani Search Consultants:
- Tarek Azzani - tazzani@azzanisearch.com
- Eunice Azzani - is available for questions at 415-987-3300

La Casa de las Madres is committed to workforce diversity. Qualified applicants will receive full consideration without regard to age, race, color, religion, gender, sexual orientation, health status, or national origin.