

RESPOND Seeks CEO

About RESPOND

A pioneer in the movement to end domestic violence, [RESPOND](#) is New England's first domestic violence agency and the second oldest in the nation. Its work began in the early 1970s, when four women from Somerville, MA started a grassroots effort to support victims of domestic violence by opening their own homes as safe havens for women fleeing abuse. In 1974, these "founding mothers" formed RESPOND which has provided life-saving shelter, support services, training, and education programs to hundreds of thousands of members of the community for more than 45 years.

RESPOND partners with individuals, families, and communities to end the serious public health issue of domestic violence through a range of [support services and educational programs](#) offered to thousands of survivors of domestic violence each year including adults, children, and teens (of all gender identities) regardless of race, religion, age, or other characteristic. RESPOND staff work with survivors of domestic violence to address their immediate and long-term needs, providing emotional support, counseling, financial resources, information, and referrals. RESPOND's services, currently offered in multiple languages, are always free and confidential.

Headquartered in Somerville MA, RESPOND has a staff of twenty-five and an annual budget of approximately \$2.5 million. RESPOND is overseen by a highly engaged, mission-driven, and passionate 11-member Board of Directors comprised of community representatives and local business leaders. For more than fourteen years, RESPOND has been very successfully led by its CEO, Jessica Brayden, who will step down from her leadership role to pursue other opportunities once a successor is hired.

Opportunity Going Forward

Working collaboratively with a very proactive Board of Directors and a well-established and seasoned Executive Leadership Team, the CEO will provide strategic leadership, guidance, and direction to advance the agency's mission and to sustain its fiscal health. In addition to effectively and efficiently managing programs and services, fundraising activities, finances, and all general operations of this well-respected and historic agency, high priorities for the CEO include:

- Establishing and transitioning relationships formerly held by the outgoing CEO to the new leader.
- Sustaining RESPOND's public presence and awareness to advocate for domestic violence prevention and to garner financial support for programs and the individuals and communities served.
- Revisioning RESPOND's staff recruitment, onboarding, and retention strategy to position RESPOND as an employer of choice within a tight and challenging labor market.
- Continuing to advance RESPOND's commitment to diversity, equity, inclusion, and belonging (DEIB) in its programs, practices, and culture.

- Determining the most effective strategies to grow and sustain RESPOND's fundraising program with an appreciation for COVID's short- and long-term impact on traditional philanthropic practices.
- Aligning judiciously and effectively RESPOND's scarce resources to maximize service delivery and impact.

Desired Credentials/Profile of the Ideal Candidate

- A track record of progressive senior leadership experience within a nonprofit/human service organization.
- Experience with and passion for residential services, crisis management, housing, and/or provision of services to those who have experienced trauma.

Skills and Experience

Mission-Driven and Strategic Leader

- Inspired by and passionate about RESPOND's mission, with the ability to balance a strategic vision with practical, on-the-ground solutions.
- Skilled at informing program development and management, with the knowledge that twenty-four-hour residential services require the CEO to step up and step in to support the team.
- Planner who can analyze and recommend changes to the existing programs and operations to grow impact and sustain the organization.
- Decisive, generalist leader able to oversee and manage a leadership team responsible for all aspects of the day-to-day operations, including program development and delivery, financial management and oversight, human resources, contract management, and legal compliance.
- Seasoned administrator with the ability to inform budgets and financial management, develop, implement, and enforce sound and effective policies and procedures, and ensure agency-wide compliance.
- Able to develop and maintain a fiscally healthy organization; provide strategic financial input and leadership on decision-making issues affecting the agency's budget, cash flow, investments, and assets; and evaluate potential alliances, acquisitions and/or mergers.

Excellent Communicator and Relationship Builder

- Informed, passionate, and charismatic spokesperson with the eagerness, comfort, and credibility to represent and speak about the agency's mission, programs, and clients to media outlets and other external parties locally, regionally, and nationally.
- Strong external communicator who can effectively tell RESPOND's story to sell and promote the organization to culturally diverse audiences.
- Able to build, manage, and foster meaningful and beneficial relationships and partnerships with clients, government agencies, public officials, community stakeholders, funders, and the general public.

Empowering Manager of People and Culture

- Collaborative, supportive, respectful, and nurturing staff leader who can build and sustain a culture of trust and inclusive leadership, most particularly with the experienced and long serving Executive Leadership Team.
- Emotionally intelligent leader who understands the impact twenty-four-hour crisis management has on a staff, and who is committed to developing and implementing best practices to maximize employee health and well-being.
- Servant leader who can empower a talented team of professionals, trusting their talents and expertise.
- Skilled at interacting with and mentoring all staff to foster individual and collective growth.
- Promoter of employee professional development, employee retention, and happiness.
- Caring, thoughtful, and approachable listener who demonstrates self-assurance, understanding, and adaptability.

Experienced Fundraiser and Revenue Generator

- Designer, planner, and implementer of the agency's fundraising strategy, including the cultivation, solicitation, and stewardship of individual, foundation, and corporate donors.
- Able to build and sustain mutually supportive relationships with the funding community.
- Skilled at identifying and expanding contributed income sources from all donor categories.
- Informed revenue generator who stays abreast of all federal and state funding opportunities and positions RESPOND to take advantage of available government funding, submitting responses to all appropriate open bid opportunities.
- Committed to ensuring accurate and timely budgeting, contracting, and reporting to all funders.

Compensation and Benefits:

This is a full-time, salaried, exempt position with a starting salary range of \$125,000 to \$140,000, commensurate with experience and qualifications. RESPOND also offers a comprehensive benefits package, including health, dental, and life insurance; a flexible spending account; retirement plan contributions; and paid time off for vacation, sick days, and holidays.

Application Process and Additional Information

RESPOND is committed to building a culturally diverse staff that represents the populations we serve. RESPOND celebrates diverse life experience and is proud to be an Equal Opportunity/Affirmative Action Employer (EEO/AA). Candidates who are bilingual/bicultural, of color, Native/Indigenous, with disabilities, who identify as LGBTQIA+, or who are members of other marginalized groups are strongly encouraged to apply.

Candidates must include a resume and a cover letter that describes how qualifications and experience match the needs and mission of RESPOND. Applications will be accepted until the position has been filled. Upload required documents to:

[https://eostransitions.applicantpool.com/jobs/.](https://eostransitions.applicantpool.com/jobs/)

Eos Transition Partners consultant, John Tarvin, is managing this search. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarkin@eostransitions.com.