



EMPLOYMENT OPPORTUNITY: EXECUTIVE DIRECTOR

Alternatives to Violence (ATV), located in Loveland, Colorado, seeks an innovative leader to expand the organization's community profile, awareness and reputation as a "best practice" leader in serving those affected by domestic violence and other crimes. Reporting to the Board of Directors, the Executive Director provides leadership and vision to the organization in keeping with the mission of Alternatives to Violence.

The Executive Director will serve as the "face" of the organization to funders, the corporate community, collaborative nonprofit partners and the community-at-large.

The Executive Director will provide dynamic leadership and vision for the organization, develop a strong public presence, lead the agency in educating the community about ATV's programs and domestic violence; and also plan for and evaluate the operations under the direction of the Board of Directors.

Mission: Alternatives to Violence (ATV), in collaboration with individuals and communities impacted by violence, creates safe pathways away from abusive environments through education, advocacy, and shelter.

ABOUT ALTERNATIVES TO VIOLENCE

Established in 1983, ATV is a nonprofit victim services and domestic violence agency that assists victims of interpersonal abuse and their children. ATV works in myriad other ways to eliminate domestic violence. ATV's philosophy is to assist clients who seek services to reach a level of optimal safety, immediate stability and options for self-empowerment. All services offered in English and Spanish.

SafeHouse / Emergency Shelter Program

- 8 Bedroom, 22-bed capacity shelter for victims of domestic violence and their children.
- 24/7 crisis intervention, counseling, safety planning, and advocacy.

Short Term Housing Program

- Transitional Living Center.
- City of Loveland Community Housing Partnership.

Non-Resident Program

- 24-hour Victim Advocacy.
- Court Advocacy and Accompaniment.
- Case management and support services.
- Referrals and resource information.
- Community education and prevention programs.

Executive Director Essential Functions

Community Relations

- Develop and maintain community support by a strong positive presence in the community; actively participate in city and county-wide activities that bring awareness and attention to the cause and support of the agency.
- Lead the agency in developing and securing governmental and private sector funding including oversight and/or direct grant research, writing and accountability. Solicit contributions of financial and in-kind resources, endowment and planned giving. Lead the Board in development and coordination of agency fundraising efforts including events.
- Provide effective long-range funding and investment strategies and present reports regularly to the board.
- Review with the board marketing plans, media campaigns, and promotional materials that will increase visibility of the agency in the community.
- Actively pursue potential opportunities to collaborate with other organizations, leveraging our services and resources to better serve our clients.
- Collaborate with the Loveland Police Department to develop practices and procedures resulting in a strong mutually beneficial relationship.
- Oversee and manage collateral materials to increase the knowledge to the community about the agency and domestic violence.

Fiscal Development and Management:

- Employ and manage sound fiscal controls and management of financial practices.
- Develop and recommend the annual budget for Board approval; account for all receipt and disbursement of funds within the board-approved budget.
- Report to the board on financial status of the agency; maintain adequate accounting procedures and controls by overseeing the financial manager; ensure cost-effective procurement and allocation of agency resources.
- In conjunction with appropriate development staff, lead and proactively seek sources of funding through grant applications, corporate sponsorships, and individual donors.
- Develop and maintain sound financial practices, including oversight of the annual audit.
- Prepare the monthly and year-to-date financial statement reports.

Program Development and Administration:

- Oversee the development, implementation, and evaluation of the programs of the agency; work with the Board of Directors to develop long-range plans for program delivery.
- Oversee data collection systems and accountability reports to funders.
- Provide recommendations to the Board regarding any program changes needed to meet current needs; coordinate services with other community agencies and organizations.

Management:

- Ensure an effective management team with appropriate provision for succession.
- Utilize a plan for staff development and education.

- Provide for appropriate infrastructure to support a best practices operation.
- Promote a best practice, trauma-informed culture that ensures employee engagement and retention.
- Re-establish and maintain a robust volunteer engagement program; provide appropriate training programs and oversee the recognition of the volunteers' contributions.
- Establish a system of performance standards for all employees; evaluate the effectiveness of staffing patterns and recommend changes to the Board of Directors.
- Model conflict resolution techniques and provide staff training.
- Ensure that personnel policies and practices of the agency meet all applicable employment laws.
- Implement Board approved personnel policy changes.

Board Relations:

- Work in partnership with the Board of Directors, keeping within the framework of Alternatives to Violence's policies and bylaws.
- Advise and assist the Board in the formulation of policies governing Alternatives to Violence and implement the policies and directives of the Board.
- Work to build relationships, trust and respect between the Board of Directors, advocates and staff.

Professional experience and qualifications:

- An undergraduate degree is required with an advanced degree preferred.
- Spanish/English bilingual is a plus.
- Demonstrated success in cultivating revenue from a variety of funding sources to include grants, corporate sponsorships, foundations and individual donors.
- Significant (minimum of 5 years) executive leadership experience in a nonprofit organization. Knowledge of and/or experience with the continuum of services (i.e. advocacy, crisis intervention, awareness and education) related to domestic violence is preferred.
- Ability to develop and promulgate appropriate metrics to ensure quality of care standards and outcomes-based data is collected.
- Experience reporting directly to a Board of Directors.
- Proven leadership skills in developing, mentoring, and guiding staff and volunteers.

COMPENSATION

Salary Range: \$60,000 - \$70,000 DOE

To Apply: Accepting electronic applications only. Send cover letter, resume and three employment references to employment@alternativestoviolence.org No phone calls.

Deadline: July 24, 2018