



RECRUITMENT ANNOUNCEMENT – EXECUTIVE DIRECTOR January 2019

The Opportunity:

Bradley Angle seeks a mission-driven leader with a commitment to ending domestic violence and a passion for increasing resources on behalf of survivors. Our next Executive Director will increase community engagement; deepen existing partnerships; develop new alliances; and elevate the organization's profile within the local community. They will strategically partner with our staff and Board of Directors to steward and grow our long-term sustainability. Our staff and Board will appreciate how their personal commitment to equity and justice intersects with our organizational values, as well as how their approachable leadership will positively contribute to our organizational culture.

The Organization:

Based in Portland, Oregon, Bradley Angle was the area's first shelter for survivors of domestic violence when it was founded in 1975. Today, we are focused on ensuring that those who disproportionately experience violence are at the center of our services. Because of this focus, we are firmly committed to our culturally specific services: our Healing Roots and Lesbian; Gay, Bisexual; Trans; and Queer (LGBTQ) Programs. Our services are tailored to marginalized people, and our commitment to elevating those people is the heart of our work together. Additional services include the Bonnie Tinker House and Tami Best Emergency Shelter Programs, Youth & Family Support, Housing Assistance, Economic Empowerment, and HIV & Intimate Partner Violence Services.

Our organizational culture is one that is grown from the knowledge of our shared past, and it exemplifies trust, commitment, flexibility, leadership, service, and self-care. Each person in the organization brings their authentic personality, passion, and ideas to lead, care, grow, and serve the community.

Bradley Angle has an annual operating budget of approximately \$2.7M and has a talented staff of 30. The ED directly supervises the Deputy Director, the Development Director, and the Fiscal Director.

Strongly Preferred Experience

- Minimum five years of management experience in a nonprofit organization. Executive Director level experience strongly preferred
- Experience managing budgets and overseeing finances in an organization or program with a budget of at least \$1M (nonprofit experience required)
- A track record of developing revenues from diverse sources including grants and major donors.
- Experience with government contracting and invoicing
- Demonstrated experience with working collaboratively to develop relationships with current and potential donors that result in an increase of major and planned gifts

- Proven ability to communicate effectively with stakeholders: staff, board, local governments, elected officials, foundations, donors, volunteers, and community partners — including culturally specific organizations

A Successful Candidate will Embody the Following:

- Embrace and demonstrate respect and empathy for survivors of domestic violence
- Embed equity and inclusion within programs, practices, and policies
- Work cross-culturally and build a diverse staff team
- Work effectively with Bradley Angle staff and Board, including building relationships, aligning around strategic goals, working with conflict, and fostering a culture of respect, transparency, and accountability
- Proven commitment to staff engagement and development

EEO

As an equal opportunity employer, Bradley Angle is committed to a diverse, multicultural work environment. Bradley Angle does not discriminate in employment on the basis of age, race, creed, gender, religion, marital status, veteran’s status, national origin, disability, or sexual orientation.

We encourage all qualified candidates to apply. The position is open until filled and review of applications will begin immediately. Please submit a resume and cover letter to nicole@diversityrecruiters.com. Within your cover letter, please respond to the following question:

- Queer and transgender people of color disproportionately experience institutional, interpersonal, and intimate partner violence. BA has culturally responsive services to meet the needs of these communities. Many of our staff and participants identify at these intersections. Can you speak to either your lived or professional experience in cultivating a supportive and accessible environment for these survivors?

All other questions regarding this opportunity shall be directed to Nicole Ferrer either by email or phone at 253.951.6408.