



RESILIENCE
EMPOWERING
SURVIVORS
ENDING SEXUAL
VIOLENCE

180 North Michigan Ave.
Suite 600
Chicago, IL 60601

312-443-9603 tel
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ourresilience.org

The Board of Directors at Resilience, an independent non-profit organization dedicated to the healing and empowerment of sexual assault survivors, is looking for an Executive Director to lead the organization's mission.

The new Executive Director will utilize strategic thinking and excellent leadership skills to develop and achieve the organizational goals.

See below for the full position description. If you are interested in pursuing this opportunity, please submit a resume and cover letter including salary requirements to Jessica Hamer at jobs@ourresilience.org with "Resilience Executive Director" in the subject line.

Position Overview:

The Executive Director will guide the organization by:

- leading and overseeing staff and volunteers
- organizing fund development
- cultivating relationships with stakeholders
- overseeing internal and external communications
- managing administration and program operation effectiveness

As we look toward our 50-year anniversary, we're looking for a leader with expertise and capacity to drive us forward into a new era.

To perform the job successfully an individual should demonstrate the following professional and personal skills, qualities and characteristics:

- Visionary with a clear record of achievement in a mission-driven organization; For-profit professionals with non-profit and fundraising experience will be considered
- Eagerness to identify, recruit, train and develop a talented and passionate team who can lead critical programs and manage strategic priorities
- High emotional IQ, self-awareness, and empathy
- Senior staff management experience with the proven ability to cultivate and build a diverse team and an inclusive environment
- High desire to lead with a degree of energy, integrity, and courage, as well as the qualities to quickly earn respect and cooperation from various constituencies
- Decisive, strategic thinker that also inspires collaboration and exhibits objectivity and openness to others' views
- High level of comfort with public relations and public speaking, as well as communicating information to a wide range of audiences
- Strong business acumen and grasp of financial principles, talent management, and marketing savvy
- Background in the gender-based violence field is not a requirement, but a plus



The new Executive Director will support and advance the mission of Resilience. Essential duties and responsibilities include:

Visionary Leadership

- In collaboration with the board, associate board, staff and other stakeholders, establishes a positive, articulated vision for the future of Resilience, informed by trends, best-practice and culture within the anti-violence movement
- Promotes an organizational culture that fosters passion for the mission, teamwork and effective communication
- Prioritizes building a diverse and inclusive workforce; creates a pipeline for equitable leadership diversity; invests in programs and strategies that promote equity and inclusion in all communities served
- Drives and executes a strategic plan that is consistent with the vision, mission, and capacities of Resilience
- Serves as the lead ambassador of Resilience engaging with private and public stakeholders, local, state and federal agencies and legislators, media relations and other external constituents.
- Actively represents the organization as a thought leader and fosters collaborative relationships with key community leaders to bring in new opportunities for exposure and expansion
- Monitors the legislative and other external environments for potential opportunities and threats.

Strategic Staff Leadership

- Creates a positive working environment fostering strong morale and an atmosphere of teamwork, personal growth and mutual support among all staff and volunteers
- In collaboration with the Director of Human Resources and other members of leadership, successfully recruits, builds and guides growth and development of the team; develops strategies to increase staff retention, support, and satisfaction
- Implements policies and procedures that motivate and guide an engaged and high-functioning team
- Manages a team of high-performing mission-driven leaders who inspire their direct reports, cultivate leadership capabilities ultimately producing measurable and quantifiable program outcomes
- In collaboration with Director of Finance and Administration, ensures sound financial planning, oversight and accountability. Oversees agency budget using sound fiscal and accounting practices, overseeing long-term budgetary planning in alignment with the organization's strategic plan.
- In partnership with the Chief Operating Officer, provides programmatic leadership and vision. Oversees assessment of each program's impact and consider new ways to scale, broader and increase impact
- Oversees and collaborates with operation and finance teams to evaluate day-to-day operational effectiveness and align resources to fulfill strategic goals



- Utilizes data and technology internally and externally as a critical tool to sustain efficiency and quality of the work

Board Management and Development

- Together with the Board of Directors ensures sound decision-making, fiduciary oversight, and strategic governance
- Partners with the Board president and slate of officers to sustain open communication and sound leadership, integrating best-practice advice and strategies in the field of sexual violence and trauma-informed practice to meet the goals and objectives of the organization
- Leads Board development activities by providing executive leadership in recruitment, training and retention of directors; including ensuring ongoing continuing education in the field of sexual violence and trauma-informed care
- Partners with each board committee to ensure the charter, goals and objectives are met and are updated as needed to meet organizational needs

Fund Development

- In partnership with the Chief External Relations Officer, ensures an ambitious fundraising program; develops and stewards key strategic relationships and engages new and prospective individual, corporation and foundation partners
- Identifies ways to creatively and strategically diversify funding sources and grow earned revenue streams
- Oversees and supports a strong strategic fundraising plan producing overall revenue and donor growth, year over year. Provides guidance on brand, marketing and communication strategies to further public understanding of Resilience's mission, values, principles, priorities and impact
- Oversees the ongoing growth and development of the Associate Board and their initiatives

Education and/or Experience:

- 10 plus years senior-level management experience, demonstrated record of effective leadership and organizational growth
- Demonstrated success in building and retaining talent
- Experience in the field of gender-based violence and/or trauma a plus, but not required
- Commitment to survivor justice and anti-oppression work, including as it intersects with racial equity, reproductive justice, disability inclusion, economic justice, trauma-informed care and LGBTQ+ issues
- Experience galvanizing and leading a diverse and cohesive staff, board and volunteer pool
- Strategic fundraising development experience, including individual major donors, corporate and foundations
- Experience overseeing human resource management and development in the non-profit sector



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- Board relations experience, and demonstrated success in utilizing Board of Directors in soliciting gifts
- Experience working with boards, staff, and volunteers to develop and execute an organization's strategic plan
- Strong marketing background with media relations savvy
- Excellence in organizational management, action-oriented, entrepreneurial and adaptable
- Commitment to quality programs and direct services
- Bachelor's degree, Master's degree preferred
- Public speaking and external affairs management/relationship building experience
- Excellent written and verbal communication skills
- Use external presence and relationships to garner new opportunities/funding sources

Persons of color and LGBTQ+ persons are encouraged to apply. Resilience is an equal opportunity employer and does not discriminate on the basis of race, age, sex, gender identity, gender expression, national origin, sexual orientation, or disability in its procedures and policies.

Please submit a resume and cover letter including salary requirements to Jessica Hamer at jobs@ourresilience.org with "Resilience Executive Director" in the subject line.

Mission:

Resilience is an independent, not-for-profit organization dedicated to the healing and empowerment of sexual assault survivors through non-judgmental crisis intervention counseling, individual and group trauma therapy, and medical and legal advocacy in the greater Chicago metropolitan area. Resilience provides public education and institutional advocacy in order to improve the treatment of sexual assault survivors and to effect positive change in policies and public attitudes toward sexual assault.

Vision:

Resilience envisions a world where prevention efforts and global awareness of sexual violence expose rape myths, remove stigmas, eliminate rape and support all people as equal members of society.

Organizational Background:

Resilience is a nonprofit organization dedicated to the healing and empowerment of sexual assault survivors as well as public education in the Chicago metropolitan area.

Founded by Dr. Natalie A. Stephens, an OB/GYN at Northwestern Memorial Hospital, Resilience has provided crisis intervention for sexual assault survivors since 1974. Starting as a volunteer-run organization, Resilience now serves over 1500 survivors and their loved ones each year.

Resilience promotes efforts to de-stigmatize sexual violence. With free services including crisis intervention, medical and legal advocacy, and trauma therapy, Resilience is committed to addressing the needs of the populations they serve. Resilience is one of the most comprehensive crisis programs for sexual assault survivors in Chicago and provides 24-hour crisis intervention in 15 Chicago area hospitals



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as well as Cook County jail. In addition to individual advocacy, Resilience's efforts help inform and produce institutional change. Resilience is a \$3 million organization with a team of 37 staff and over 120 volunteers.

Reporting to the Board of Directors, the Executive Director is responsible for the supervision and management of Resilience's mission and overall growth.