



Executive Director Position Description

The Mission

Rooted in American Indian tradition, Women of Nations welcomes and honors all our relations as together we inspire hope and healing to embrace a vision of peace and justice.

The Programs

Founded by Native American women and initially serving the Native community exclusively, Women of Nations (WON) has been in operation for 26 years. It began as a community advocacy program, assisting abused women in obtaining Orders for Protection and advocating on their behalf with law enforcement, the judicial and social service systems and other entities as needed in the seven county metro area. Since then, the agency's programs have grown to include: Family and Native Youth Crisis Line and Crisis Intervention, responding to 680 calls annually; emergency Shelter and Case Management Program, providing safe sanctuary for over 600 women and children each year; Community Advocacy Program, providing advocacy and support to over 1,100 individuals yearly and Street Outreach Program for Youth, making over 300 street outreach contacts per month. WON operates with a 25 member staff and an annual budget of \$1.45 million.

The Position

The Executive Director is responsible for ensuring that the mission and values of Women of Nations (WON) are fulfilled. The Executive Director will uphold and ensure the organization lives its Native American founding principles and will continue to implement practices and programs that increase Native American participation in WON services. The Executive Director is directly accountable for the successful general and fiscal leadership and management of Women of Nations under the direction of the Board of Directors. This includes program development, implementation and evaluation, resource development, and maintaining positive community relationships and partnerships. The Executive Director will maintain and nurture deep ties to the Native American community and other diverse stakeholders and promote and maintain American Indian culture, values and traditions within the organization. Demonstrated cultural competence and the ability to work effectively with diverse populations are required. A proven record in successful fund development is a must and knowledge of and experience in domestic abuse programs is desired. The ED will contribute to the effectiveness of the Board of Directors by providing strategic input, vision, motivation, and leadership to board members and by implementing board directives efficiently.

The Ideal Candidate

The ideal candidate for this position will be a seasoned professional with a demonstrated record of fiscal responsibility and success in managing a non-profit organization, ideally one serving the needs of American Indian women and children. A thorough understanding of the issues faced by this population is imperative. A passion for the mission and the ability to attract, nurture and retain an effective staff team is essential. An ability to effectively delegate responsibilities is necessary for success. The successful candidate will employ a participatory leadership approach and have the maturity, experience and skill to instill confidence and build a shared vision with the Board, staff, community, and other stakeholders. The ideal candidate must possess exceptional written and oral skills, excellent strategic planning abilities, solid management skills, and the capacity to translate vision into results in a timely manner. Finally, a proven ability to work collaboratively and develop and maintain productive partnerships and relationships in the community and across disciplines is required. Education: Minimum of Bachelors Degree or 10-15 years of progressive experience. WON offers a competitive salary & excellent benefits. Equal Opportunity Employer

Please submit cover letter, resume and salary requirements by July 17 to: edsearch@dendros.com or WON ED Search, c/o Dendros Group, 400 Selby Avenue, Suite O, St. Paul, MN 55102. Email preferred.