



CHIEF EXECUTIVE OFFICER (CEO)



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THE ORGANIZATION

The King County Sexual Assault Resource Center ([KCSARC](#)) provides critical support and comprehensive services to children, teens, and adults who have experienced sexual assault. The agency couples that support with powerful prevention education that aims to stop sexual violence from happening in the first place. All of KCSARC's services are available in both English and in Spanish through the [Dando Voz program](#). Since 2018, KCSARC has assisted over 4,500 victims each year.

Founded in 1976, KCSARC's mission is to: Give voice to victims, their families, and communities; Create change in beliefs, attitudes, and behaviors about sexual violence; and Instill courage for people to speak out about sexual assault.

KCSARC has the expertise to help those who are victimized process the impact of the abuse, whether it was recent or in the past, and provide services in a holistic and coordinated way so that people have the support, skills, and knowledge needed to heal. Over half of KCSARC's clients are under the age of 18, and it is not uncommon for a family to access multiple services. Cost is never a barrier to any KCSARC service.



CURRENT SERVICES AND PROGRAMS:

Therapy services

- Specialized individual therapy for children (ages 6-up) and adults.

Advocacy services

- 24-hour Resource Line for help and information.
- Support through the legal and medical system.
- Support for parents, guardians, and caregivers.

Prevention education and outreach

- To stop sexual assault from happening in the first place, KCSARC works in schools and in communities to foster healthy communications and shift the culture.

THE POSITION

Reporting directly to the 20-member Board of Directors and managing a team of 4, the Chief Executive Officer (CEO) will work in partnership with a dedicated staff of 70 and steward an organizational budget of \$9M. Building upon a storied legacy of its founding leader, the incoming CEO will ensure the organization's mission and values are carried forward well into the future by working towards the following opportunities for impact:

- Establish relationships with Board members, donors and funders, community and civic leaders, partners, policy makers, and other key stakeholders.
- Learn the organization by making meaningful connections with all staff and with each department to understand their realities and challenges.
- In collaboration with board and staff leaders, formulate and implement a plan to identify and pursue funding sources to grow and diversify KCSARC's revenue and expand the organization's impact.
- Working with the Director of Communications & Policy and key external partners, deepen and expand KCSARC's coalition building efforts.
- Work toward raising KCSARC's visibility in the community to increase donor support, establish and expand partnerships with adjacent nonprofit and public sector agencies, and further engage the general public in KCSARC's policy advocacy and legislative work.
- Increase accessibility to provide services to anyone who needs them, regardless of language skills.
- Oversee staff mentoring and professional development, as well as succession planning and knowledge sharing.
- Explore opportunities to expand the reach of programs and prevention education through online programming.



LEADERSHIP ABILITIES

Candidates will be evaluated on the full range of their lived and learned experience, professional background, volunteer experience, and direct and transferable skills. KCSARC is seeking candidates with a compelling combination of experience and skills in some, or all, of the following areas:

- Demonstrated commitment to KCSARC's mission, serving clients, mentoring staff, and fostering community.
- Experience operationalizing antiracism, racial, social, and gender justice.
- Mid-career or more overall professional experience with successful Executive Director or CEO experience strongly preferred. Experience serving as a CEO, Executive Director, Deputy Director, COO, CDO, CAO, CFO, or similar role(s), or as a senior staff member of an organization, division, or department of comparable size and complexity.
- Bachelor's degree with an advanced degree preferred. Applicable experience may be substituted for education.
- Prior experience in the field of sexual assault services and prevention, domestic violence services and prevention, or a related field is preferred.
- Broad understanding of all aspects of running non-profit organizations (board development, finances, operations, information technology, human resources, advocacy, and fundraising).
- Understanding of and competency in social sector or nonprofit services, business operations, public sector operations, or human services – which may come from board, volunteer, or staff service – is required for success in this role.

SKILLS & ATTRIBUTES:

- Understanding of trauma-informed care. A deep awareness of what it means to work with and deliver services to people who have experienced trauma.
- High emotional intelligence.
- Open and receptive to feedback.
- Politically adept.
- Fundraising.
- Empathy.



- Compassion.
- Fluent in intersectionality.
- Budgeting.
- Authenticity.
- Public speaking and media relations.
- Financial management.
- Board relations.
- Active listener.
- Humility.
- Collaborative.

COMMITMENT TO:

- Deep caring – for KCSARC's mission, clients, staff, and community.
- Antiracism, racial, social, and gender justice.
- Increasing the impact of KCSARC's work within and throughout all areas of the community, including King County, affiliates throughout WA State, and on an interstate and national level as necessary.
- Providing insight and support to KCSARC's Anti-Racism and Equity Initiative to further rollout the equity plan.
- Fostering a work environment that allows the talented staff to thrive, grow, and develop professionally.
- Transparent, accurate, and timely communication with staff, board, and community.
- Being an approachable and accessible leader.

ABILITY TO:

- Attract, retain, develop, and nurture a high caliber team.
- Influence decision and policy makers at all levels.
- Listen to staff and adapt decision making.
- Facilitate and support change management and crisis management.
- Share KCSARC's story with donors and the community in a persuasive and engaging manner.



TO BE CONSIDERED

The position is open until filled. Interested candidates are encouraged to apply as soon as practical.

Candidate materials are reviewed on an on-going basis and Valtas has begun initial interviews. Please submit a resume and a one-page cover letter addressed to Board President, Marilyn Sherron at: <https://valtasgroup.hire.trakstar.com/jobs/fk0xqul/>

You may direct questions to Ed Rogan at ed@valtasgroup.com or 206.697.8428, Emily Lee at emily@valtasgroup.com or 425.298.5855, or Chris Cannon at chris@valtasgroup.com or 206.899.7289.

At KCSARC, we not only value diversity – we celebrate it: We are committed to creating a team as diverse as the communities we live in, and we believe that the more inclusive we are, the better our team will be. We are rooted in a foundation of anti-racism and equity, which must be demonstrated in word and action. As a proud equal opportunity employer, we welcome candidates of all races, ethnicities, genders, abilities, identities, religions, and ages with diverse viewpoints and experiences. We encourage veterans, LGBTQ+ and multilingual candidates to apply, along with candidates who have an EAD (Employment Authorization Document), regardless of immigration status.

COMPENSATION & BENEFITS

The annual salary range for this position is \$175,000 – \$195,000.

KCSARC is committed to supporting all employees through competitive salary and benefits, a commitment to equity and inclusion, and training and professional development opportunities.

The comprehensive benefits package includes:

- Medical, dental, and vision benefits.
- 401 (k) retirement plan with employer match.
- Flexible Spending Account for health care and dependent costs.
- Life insurance.
- Generous paid time off policy for vacation, sick, and floating holiday time.
- Professional development and training.
- Employee Assistance Program.
- Subsidized dependent medical, dental, and vision benefits offered at employee cost.





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We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process](#) in [partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

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