

Bradley Angle Seeks Executive Director

Building communities that are free from domestic violence and oppression, where loving, compassionate, and equitable relationships exist for all people.

Salary Range: \$80,000 to \$90,000 Depending on Experience

Position open until filled



The Opportunity

Based in Portland, Oregon, Bradley Angle is a social service nonprofit organization working with survivors of domestic violence and their children. With an annual budget of \$2.7M, Bradley Angle is governed by a dedicated board of directors and operates with a talented staff of 30 and a myriad of volunteers and community partners.

In its next Executive Director, Bradley Angle seeks a mission-driven individual with proven management and leadership experience, a passion for fundraising, and a commitment to ending domestic violence. The Executive Director will work to:

- Strengthen organizational development following a period of significant organizational growth and change;
- Increase community engagement, deepen partnerships, and elevate the organization's profile; and
- Steward and grow financial resources to build long-term sustainability.

The Executive Director reports to the Board of Directors and leads a management team that includes the Deputy Director, Director of Finance and Operations, Director of Fund Development, and Office Manager.

Required Experience, Knowledge and Capabilities

- **Mission Oriented:** Passion for Bradley Angle's mission and commitment to our values (See pages 2-3).
- **Nonprofit Organization Leadership:** Minimum eight years of management experience in a nonprofit organization. Proven ability to work effectively with a board and staff, including building relationships, aligning around strategic goals, working with conflict, and fostering a culture of respect, transparency, and accountability; includes a demonstrated commitment to staff development. Previous Executive Director experience strongly preferred.
- **Resource Development and Fundraising:** A track record of developing revenues from diverse sources including grants and individual donors. Familiarity with government contracting.
- **Culturally Responsive Management:** Ability to work cross-culturally. Experience building a diverse staff team and embedding equity and inclusion within programs, practices, and policies.
- **Communications:** Outstanding interpersonal communication skills. Ability to communicate effectively with stakeholders: staff, board, local governments, elected officials, foundations, donors, and community partners.—including culture-specific organizations.
- **Financial Management:** Experience managing budgets and overseeing finances in an organization or program with a budget of at least \$1M (nonprofit experience required).

- **Domestic Violence Familiarity:** Familiar with trauma-informed and other progressive practices in domestic violence, or a related field.

Personal Qualities

- Self-aware, with an understanding of the dynamics of privilege and a desire to address inequities.
- Passionate, adaptable, persevering, open to learning, and empathetic.

Additional Helpful Experience and Connections

- Knowledge of local DV organizations, partners, and funders.
- Existing relationships with LGBTQ and African-American communities (BA has programs focused on these populations).
- Experience with public policy advocacy.

Compensation

The salary range for the Executive Director position is \$80,000 to \$90,000 depending upon experience. This is a full-time exempt position with generous benefits.

How to Apply

To apply please submit the following: (1) A cover letter that reflects how your experience qualifies you to become the Executive Director of Bradley Angle, and (2) A complete chronological resume.

Send via email as a PDF to Bradley Angle: board@bradleyangle.org. Subject line: Executive Director. Please also use this email address to request an accommodation.

We welcome and celebrate diversity. All inquiries will be handled with confidentiality. Bradley Angle is an EEO/Affirmative Action Employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability or any other legally protected status.

Our Values

- We believe that everyone has a right to live free from violence and abuse.
- We value the dignity and personal story of everyone who comes to us for support.
- We believe that survivors of domestic violence should be treated respectfully and have control over their own lives.
- Our services are inclusive and accessible to survivors of diverse cultures, backgrounds, experiences, and lifestyles.
- Our services build on the strengths and resilience of survivors.
- We work collaboratively whenever and wherever possible.
- We involve the community in our work because we know that domestic violence doesn't just impact individuals and families—it affects every one of us.
- We acknowledge current and historical inequities and work towards ending oppression.

About Bradley Angle

Bradley Angle's mission is to serve all people affected by domestic violence. We do this by placing people experiencing—or at risk of—domestic violence at the center of our services and providing them with safety, education, empowerment, healing and hope.

Established in 1975, Bradley Angle was one of the first emergency shelters for women in the country, and the first shelter on the West Coast. Our name honors two women who lost their lives on the street, Sharon Bradley and Pam Angle. Bradley Angle was a grassroots organization founded by women who themselves needed safety and support. At the time, the organization's founders were deeply concerned about violence against women and began the organization's work by offering sanctuary to women escaping violent situations.

Today, Bradley Angle remains true to its original mission, offering essential services to survivors of domestic violence and their children. Our programs work to increase the safety of families and decrease the odds of repeating the cycle of violence. We achieve our mission by empowering adults to overcome financial, educational, employment, and health-related barriers. Our work also supports children by helping them plan for their own safety by recognizing and responding to signs of unhealthy relationships in their lives. We serve over 1,000 survivors and their children each year.

Our Programs

- **Emergency Shelter Programs** provide up to 60 days of shelter for survivors of domestic violence and their children fleeing abusive situations.
- **Housing Assistance** fosters financial independence and long-term stability through eviction prevention, rent assistance, skill-building and educational opportunities.
- **Youth and Family Support Services** are designed to create a sense of safety, to assess and address trauma symptoms, and provide nurturing support to children of all ages. We provide supportive parenting education, family advocacy and child welfare advocacy.
- **Healing Roots Program** offers culturally specific services for Black and African American survivors of domestic violence. Services includes advocacy, support for families, support groups, and assistance with basic needs.
- **Economic Empowerment Program** offers financial education and economic empowerment tools such as match-savings accounts, IDAs, and credit repair to help survivors increase their financial self-sufficiency.
- **LGBTQ Program** offers culturally specific services to LGBTQ survivors. In addition to advocacy, support groups, *Healthy Relationships* classes and assistance with basic needs, we train community groups about the impact of domestic violence for LGBTQ individuals.
- **Survivors Living with HIV Program** is part of a national pilot project providing housing assistance and supportive services to survivors living with HIV.