



# Chief Executive Officer

Executive Profile

2017



# - Pennsylvania Coalition Against Rape -

**The Pennsylvania Coalition Against Rape (PCAR) is currently accepting applications for the position of CEO.**

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**Job title: Chief Executive Officer**

**Department: Office of the CEO**

**Reports to: Board of Directors**

**FLSA Status: Full-time, Exempt**

**Work Hours: Occasional evening or weekend hours required**

**Travel Expectations: Some travel required (20 – 40%)**

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PCAR is seeking an exceptional CEO with personal and professional passion, drive, and commitment to the mission to eliminate sexual violence and advocate for the rights and needs of victims of sexual assault. The next CEO will be a stellar communicator and a leader who brings innovation and vision as we work to create a world free of sexual violence.

## **THE ORGANIZATION**

PCAR partners with a network of rape crisis programs to bring help, hope, and healing around issues of sexual violence to the Commonwealth of Pennsylvania.

PCAR ensures that communities have access to quality victim services and prevention education by providing funding, training, materials, and technical assistance to a network of rape crisis centers that serve all of Pennsylvania's 67 counties.

## - Pennsylvania Coalition Against Rape -

PCAR promotes public policies that provide protections and services to victims of sexual violence, hold offenders accountable and enhance community safety, and works with media to increase public awareness, access to accurate information and ethical reporting practices.

**PCAR also operates the National Sexual Violence Resource Center (NSVRC), the nation's primary source of information and assistance for the prevention of sexual violence.**

PCAR and the NSVRC consider racial justice critical to the movement to address and end sexual violence. We seek to uphold racial equality and oppose racism in all forms. Committing to racial justice propels sexual violence prevention work forward and helps to dismantle power imbalances that have long existed in the United States. As a state and national organization, we are committed to using our power and privilege to ensure that the needs of communities of color are at the center of sexual violence prevention and response. PCAR/NSVRC works to develop resources, research, and networks to address sexual violence against people of color. Our work must include and be informed by all voices that speak to the connections between sexual violence and oppression, and we seek out partners who have an intersectional approach. We will only be successful in ending sexual violence when we examine and dismantle all forms of oppression. Devaluing communities of color fuels sexual violence. When we address the connections between violence and sexism, racism, classism, ableism, ageism, adultism, heterosexism, xenophobia, and other forms of oppression, we acknowledge oppression as part of the same system of values that allows sexual violence to happen.

**Another key component of the PCAR organization is the NSVRC's joint office called Raliance which is a collaborative initiative dedicated to ending sexual violence in one generation.** As the go-to resource for policymakers, advocates, service providers, prevention practitioners and the media, Raliance boldly and innovatively advances the field nationally. Raliance is comprised of three national sexual violence prevention organizations – the NSVRC, the California Coalition Against Sexual Assault (CALCASA) / PreventConnect and the National Alliance to End Sexual

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Violence (NAESV) – collectively with more than 70 years of anti-sexual violence activism. Raliance received initial funding from the National Football League to bolster prevention strategies, strengthen the response to victims of sexual assault, and improve access to treatment for those who commit sexual offenses.

The Vision of Hope Fund was launched in 2005 to raise funds to invest in the prevention of child sexual abuse and to help children heal. Annually the money raised for the Vision of Hope Gala is used in the form of grants for a variety of projects such as a mandated reporter curriculum. The “Fund” is now the primary fundraising vehicle to support the vital work of the Pennsylvania Coalition Against Rape.

## **STRATEGIC PRIORITIES**

- Collaborate with Pennsylvania rape crisis centers to better serve all communities.
- Inform and advance the national conversation around sexual violence prevention.
- Diversify funding to achieve sustainability and manage resources to allow for stability and growth of the organization.

## **THE POSITION**

The next Chief Executive Officer will direct and coordinate activities of the organization in accordance with established policies to further the achievement of goals, objectives and standards by performing the following duties personally or through staff and board members. The CEO will serve as a member of the Leadership and Management Teams and supervise members of the Leadership team as well as the Policy Director, Development Officer, and Executive Assistant. Key activities will include state and national leadership and collaboration, policy development, grant management, resource development and management, staffing responsibilities, budget planning and monitoring, media relations and liaison to the PCAR Board of Directors.

# - Pennsylvania Coalition Against Rape -

## MAJOR DUTIES & RESPONSIBILITIES

- Live the Mission: Be the public voice of PCAR and position the organization as a respected leader in the movement. Communicate PCAR's vision with passion and commitment, and engage others to act in ways that advance the Coalition's public policy and programmatic priorities. Cultivate a unified and collaborative Coalition that lives out its mission, core values, feminist philosophy, and commitment to racial justice. Elevate PCAR's brand as an innovative, cutting edge coalition positioned to tackle emerging issues that arise in the movement.
- Strategic Ownership: Assess progress toward strategic priorities and lead the organization through strategic planning processes at appropriate times.
- Maintain & Build Relationships: Cultivate and grow relationships with key external stakeholders. Foster and maintain excellent working relationships with member programs. Represent PCAR to representatives of government, business, labor, and other organizations.
- Development & Fiscal Leadership: Provide strategic fiscal leadership that supports current programs and services, increases revenue, and strengthens the financial health of the organization. Oversee finances of PCAR, including preparation of long-range forecast and monthly and annual budget reports. Support the Board of Directors in its governance role and foster its ongoing development and capacity building.
- Organizational Leadership: Ensure that the organizational culture is one that is progressive, transparent, consistent, and highly communicative. Maintain a climate that attracts, engages, motivates, and retains a diverse, highly qualified staff. Provide leadership to the senior management team to foster professional development, establish expectations, and to provide outstanding programs and services from staff throughout the organization.

# - Pennsylvania Coalition Against Rape -

## SKILLS, ABILITIES, AND COMPETENCIES

- Proven fundraising/revenue generating experience.
- Demonstrated track record as a strategic and motivating leader with experience in program development, project management, strategic planning, and staff development.
- Ability to work and build respectful relationships with people from diverse backgrounds.
- High level of skill in financial and program management with experience working in a coalition and/or nonprofit setting.
- Experience working with Boards of Directors.
- Understanding of sexual violence and its root causes underpinned by a dedication to ending sexual violence.
- Understanding of emerging issues in the field and the intersections with other social justice issues.
- Excellent written and verbal communications skills including facilitation and public speaking.
- Strong capacity for writing and securing grants.
- Commitment to uphold the highest standards of ethics, accountability, and transparency.
- Knowledge of local, state, and national legislative processes.

## HOW TO APPLY

To apply, email a cover letter that explains how your skills align with the requirements detailed above, your resume, and salary requirements to [CEO@pcar.org](mailto:CEO@pcar.org). For other inquiries, please contact Emily Immel at [eimmel@pcar.org](mailto:eimmel@pcar.org). Resume reviews begin immediately.

*PCAR is an Equal Opportunity Employer/Affirmative Action Employer and does not discriminate in hiring on the basis of race, color, national origin, sex, gender identity, sexual orientation, religion, age, disability, protected veteran status, or any other characteristic protected by federal, state, or local law. Women and persons of color are encouraged to apply.*