



## **Monadnock Center for Violence Prevention Seeks an Executive Director**

Monadnock Center for Violence Prevention (MCVP) in Keene, NH seeks an Executive Director who is passionate about empowering survivors of domestic and sexual violence, stalking, and sex trafficking with the resources and support they need to thrive and live safer lives, free of violence. We seek a collaborative, mature professional who understands trauma informed approaches to care.

### **The Organization**

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MCVP strives to create a community where interpersonal violence has been replaced by equality, empowerment, and emotional and physical safety. Since 1978 MCVP has been the only non-profit agency in the region solely committed to working with community members experiencing violence in relationships. Using an empowerment model and trauma informed approach, MCVP addresses interpersonal power-based violence in two ways: crisis intervention and prevention education.

MCVP provides options and support to survivors through a crisis hotline and counseling, emergency shelter, safety planning, emotional support, peer counseling, emergency response to survivors at hospitals and police stations, housing support, and court advocacy. We also know that prevention is the most effective way to end interpersonal violence in the community and that education can open and change minds. To that end, our age-appropriate, greatly appreciated healthy relationship prevention programs are growing. MCVP's Education Team provides evidence- and research-based programming at no cost to schools, organizations, and community groups throughout the 44 towns of Cheshire and western Hillsborough counties. About 3,000 people were educated in 2022.

MCVP operates on an annual budget of approximately \$800,000 and owns the building that houses the emergency shelter. State and federal grants comprise 81% of our funding, and over 400 individual donors provide about 13% of our annual operating revenue. Our diversified revenue base includes foundation grants, event income, business sponsorship, support from the County and area towns, and individual giving. We are led by a 10-member Board of professionals and supporters. Sixteen staff are employed; half are full-time. The executive director currently supervises a senior team of three and MCVP also relies on many dedicated volunteers and per diem professionals.

### **The Opportunity**

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MCVP's Executive Director (ED) stands at the helm of a dynamic, mission-centric, resilient organization. They are the primary representative of MCVP in the greater community, building public support and partnerships to benefit our clients and their families. The ED raises funds to invest in programming and our facilities and to provide desirable jobs at a competitive wage. They serve as the collaborative leader of a team of dedicated professionals, cultivating a workplace culture of self-care, compassion, and

continual growth. The ED carefully oversees the fiscal and administrative systems that support the life-changing mission of MCVP.

The next ED will assume responsibility for a thriving, well-run organization. The Board looks forward to partnering with the new leader to determine areas of program enhancements, appropriate staffing infrastructure, and organizational growth. Some of the upcoming key priorities that the next leader will oversee along with their senior team include:

- Assuring that the staffing levels are adequate to meet the continued increase of reports of interpersonal violence and the needs of survivors, and the tremendous potential for growth in prevention services and outreach
- Executing the emergency shelter approach and infrastructure as trauma informed, evaluating its adequacy in size, programming, and renovation requirements
- Evaluating and funding a system of housing for survivors to include transitional housing and emergency housing for families
- Engaging in advocacy and public policy changes with other non-profit, business, and government leaders to address upstream issues of poverty and violence
- Actively seeking opportunities for stronger and new partnerships to leverage MCVP's staff expertise in addressing the needs of survivors
- Building a strong outreach approach to increase awareness about violence in the region and MCVP's services, and to freshen the brand
- Investing in inclusion, equity, and anti-racism work at all levels of organizational life, building staff, Board, and volunteer capacity
- Leveraging the wisdom of the board, volunteers, and advisory board for continued direct service support, partner development, and funding

### **Profile of the Ideal Candidate**

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The ideal candidate will demonstrate the following capacities:

- a nuanced understanding of the challenges facing individuals experiencing sexual abuse and physical violence and their children, women's empowerment, and the strength-based and trauma-informed approaches to providing them with safe living environments and a welcoming legal and social service care system
- professional background in fields related to DV/SA, such as the court system, mental health systems, or legal advocacy
- demonstrated experience with advocacy, with the fortitude to stand up for difficult, highly sensitive issues
- a visionary leader who thinks strategically and creatively about the role MCVP can play long-term in a diverse economic and political environment and in a rural community with a large catchment area
- generous in spirit; an empathetic, personable, energetic, cheerful, compassionate, and supportive leader who strives to provide equitable, life-balanced working conditions for all staff, and is experienced with coaching and leveraging talent

- a skillful and experienced nonprofit administrator who can manage a complex budget with multiple funding streams and maintain efficient systems, working in partnership with an active board of directors, advisory board, and volunteers
- compelling speaker and storyteller, with strong writing skills
- experience with regional or statewide work, with an inclination to address upstream policy issues statewide and locally
- an innovative and experienced fundraiser who engages creatively with the community and institutional funders to leverage financial support
- understands rural living and service delivery to those living in poverty and with service access challenges
- a flexible and willing team player who happily engages in a wide variety of tasks
- deeply committed to maintaining a welcoming, collaborative, equitable, diverse, anti-racist, and inclusive organizational culture and climate
- a bridge-builder and trusted community ambassador who fosters collaborative relationships, brings fresh ideas, and is excited to serve as the primary ambassador of MCVP in the community
- can handle risks and stress management with maturity, calmness, patience, and consistency; a talented problem solver

### **Required and Desired Credentials and Experience**

- 8-10 years of senior-level management experience
- Minimum of a bachelor's degree; master's degree preferred
- Familiarity with New Hampshire's Monadnock region is a plus

### **Compensation and Benefits**

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This is a full-time, salaried, exempt position with a salary range of \$80,000 – 100,000 commensurate with experience and qualifications. MCVP also offers a generous benefits package that includes health insurance coverage at 80% cost, dental insurance coverage at 80% cost, vacation/sick days, SEP IRA account contribution, life/accidental death/dismemberment insurance, and short and long term disability insurance. This is a place-based position, while flexibility for fulfilling duties off-site is afforded.

### **Application Process**

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Candidates must include a resume and a cover letter that describes how their qualifications and experience match the needs and mission of MCVP. Applications will be accepted until the position is filled. Send required documents to [Eos Transition Partners](#).

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at MCVP is based on merit, qualifications, and abilities. MCVP does not discriminate in employment opportunities or practices based on gender, age, health status (including HIV-positive), physical, mental or emotional ability, sexual orientation, gender identity/expression, socio-economic status, race, national origin, immigration status or religious or political affiliation.

This executive search is led by a Board approved Search Committee in collaboration with Eos Transition Partners consultant Nancy Jackson. All submissions will be acknowledged and are confidential, and any questions must be submitted to: [njackson@eostransitions.com](mailto:njackson@eostransitions.com).

