



## Executive Director

- *Department/office:* Monadnock Center for Violence Prevention
- *Supervisor/reports to:* Board of Directors
- *Supervises:* Senior Team
- *Full time equivalent:* 1.0 FTE
- *Exempt or nonexempt:* Exempt
- *Salary range:* \$80,000 - \$100,000
- *Work schedule* (hours per day or week): 40 hours per week during standard business times and occasionally outside of business hours as needed.
- *Location:* Primary office located at Monadnock Center for Violence Prevention's main office.

## Summary

The **Monadnock Center for Violence Prevention (MCVP)** is seeking a passionate and collaborative **Executive Director (ED)** to lead its mission of empowering survivors of domestic and sexual violence, stalking, and sex trafficking. As a trauma-informed organization, MCVP works toward a community free from interpersonal violence through crisis intervention and prevention education.

## About MCVP

Since 1978, MCVP has been the only regional nonprofit solely dedicated to addressing interpersonal power-based violence. Key services include:

- **Crisis Support:** 24-hour hotline, emergency shelter, court advocacy, and counseling.
- **Prevention Education:** In 2023, research-based programming educated over 2,000 children, youth, and adults through schools and community groups.

With a \$1,000,000 annual budget, MCVP operates with state and federal grants, individual donor contributions, and diverse funding streams. The organization is guided by an 8-member Board, supported by 12 staff, and supplemented by volunteers and per diem professionals.

## Responsibilities

As the face and leader of MCVP, the ED will:

- Oversee fiscal and administrative systems to support the mission.
- Cultivate a trauma-informed, compassionate workplace culture.
- Expand programming, partnerships, and community outreach.
- Attract, recruit, and onboard top talent with effective hiring strategies and comprehensive training programs.
- Foster a positive, inclusive workplace culture that promotes engagement, collaboration, and employee development.
- Implement performance evaluation and recognition systems to support career growth and improve retention.
- Drive strategic growth, including shelter infrastructure and housing initiatives.
- Strengthen the organization's inclusion, equity, and anti-racism practices.

## Ideal Candidate

The successful candidate will possess:

- A deep understanding of trauma-informed care and challenges faced by survivors.
- Senior leadership experience in related fields (DV/SA, legal advocacy, mental health).
- A collaborative, empathetic, and strategic approach to leadership.
- Proven nonprofit management skills, including fundraising fiscal oversight, and federal grant experience.
- Strong advocacy, public speaking, and relationship-building abilities.
- Experience in rural service delivery and addressing poverty-related challenges.

## Qualifications

- 8-10 years of senior management experience.
- Bachelor's degree required; master's degree preferred.
- Familiarity with New Hampshire's Monadnock region is a plus.

## Compensation & Work Environment

- Salary range: \$80,000 - \$100,000.
- Health and dental insurance (80% employer-paid), SEP IRA contributions, and disability insurance.
- Flexible work arrangements with on-site presence required

## ***Other***

- Reliable transportation.
- Valid Driver's License.
- Insurance Coverage (vehicle).
- Criminal Background and DMV Check.
- Must live in the Monadnock Region.