



**NNEDV**  
NATIONAL NETWORK  
TO END DOMESTIC  
VIOLENCE

1325 Massachusetts Ave NW  
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## **Full-Time Position Available:**

### **Vice President of Programs and Membership at the National Network to End Domestic Violence**

The National Network to End Domestic Violence (NNEDV) is a social change organization dedicated to creating a social, political, and economic environment in which domestic violence no longer exists. NNEDV advocates for law, policies, and funding to address domestic violence, and provides training, technical assistance, education, and support to state and territorial domestic violence coalitions.

NNEDV is deeply committed to creating and sustaining an organizational culture that values diversity, inclusion and equity and envisions an organization that reflects the rich cultural diversity of the community. In pursuit of this vision, we are committed to educating, developing, and supporting an organization that embodies diversity in its many forms.

NNEDV seeks an experienced **Vice President of Programs and Membership** to join our team. Currently, the Vice President of Programs and Membership will oversee several of NNEDV's programmatic teams including the Safety Net, Economic Justice, WomensLaw, Transitional Housing, Positively Safe, and Capacity Technical Assistance teams (read more at <https://nnedv.org/about-us/what-we-do/>). In addition, the successful candidate will have familiarity and experience with fiscal/grant and human resources management.

This position reports to the NNEDV's President and CEO, serving as an integral, trusted, and supportive member of the NNEDV executive leadership team.

## **GENERAL RESPONSIBILITIES**

- Support NNEDV President and CEO as a partner in executive decisions and organizational management.
- Partner with and elevate NNEDV's membership of 56 state and territorial coalitions.
- Support the work of the Membership Committee.
- Supervise multiple NNEDV teams funded through a mixture of federal and non-federal funds, including teams supporting state and territorial domestic violence coalitions.
- Advance NNEDV's commitment to racial equity and inclusion on all levels, internally and externally, as part of its core mission. Increase cross-team collaboration, ensuring that work is coordinated, effective, survivor-centered, and rooted in racial justice.
- Advance the organization's mission with relevant constituents as well as drive broader awareness and support.

- Help set and lead the vision and direction for NNEDV training and technical assistance, victim services, membership support, and other programming.
- Provide substantive support on funder initiatives and or serve on advisory boards on behalf of NNEDV.
- Build and manage relationships with national TA partners and member coalitions.
- Build and strengthen relationships within and beyond the domestic violence and sexual assault fields.
- Work closely with human resources and fiscal/grant management staff to achieve the organization's goals.

## REQUIRED QUALIFICATIONS

The successful candidate will work closely with all departments and teams, and contribute to the stewardship of the organization, both internally and externally, promoting a culture of performance and accountability, cross-team collaboration, and continuous quality improvement. As an experienced subject matter expert and senior executive, this role will lead our technical assistance and programming, collaborate with our network of state and territorial domestic violence coalitions, and support our broad-based work to enhance safety and empowerment for victims and survivors.

Required qualifications include:

- **Minimum Fifteen Years of Relevant Work Experience as an Executive Leader.** This includes: 1) significant experience in nonprofit leadership, including managing complex organizational systems, and 2) senior-level leadership, management, and supervision experience overseeing programmatic and administrative operations.
- **Demonstrated Experience Working in the Domestic Violence or Gender-Based Violence Field.** This includes: experience working within the movement to end domestic violence, such as at a state or territorial coalition, local program, or culturally-specific program.
- **Commitment to the Organizational Mission.** This includes: 1) understanding of coalition-building work; 2) demonstrated commitment to anti-violence work, anti-domestic violence work, and racial equity; and 3) an ardent respect for domestic violence survivors.
- **Demonstrated Commitment to Diversity, Equity, and Inclusion (DEI).** DEI work will include, but is not limited to: 1) researching, developing, and implementing best practices using an equity lens that foster DEI efforts in order to advise NNEDV leadership; 2) partnering with teams throughout the organization to support NNEDV in building DEI initiatives and programs; 3) building and managing programs and cross-functional teams related to DEI; and 4) helping to achieve measurable progress in both membership and employee experience.
- **Grants and Budget Management Experience.** This includes submitting and managing cooperative agreements and/or grant awards from the Office on Violence Against Women (OVW) at the U.S. Department of Justice (DOJ), Office for Victims of Crime (OVC) at DOJ, and/or the Family Violence Prevention and Services Office at the U.S. Department of Health and Human Services (HHS). The successful candidates should have organizational budget experiences both in federal and private grants.
- **Excellent Writing and Communication Skills.** Outstanding communication skills, verbal and

written, with the ability to communicate effectively with a variety of audiences and to strategically frame the work of NNEDV through external and internal communication platforms.

- **Ability to Effectively Manage Competing Priorities and Deadlines.** This includes: 1) a demonstrated ability to handle multiple tasks, manage time, evaluate progress, and adjust activities to complete tasks for self, supervised staff, and with collaborating teams; 2) ability to establish timelines and keep all relevant stakeholders informed of and in compliance; 3) self-motivated; and 4) ability to work independently.
- **Ability to Navigate Complex Partner Relationships.** This includes: 1) creating new and strengthening existing national partnerships and collaborations; 2) demonstrated experiences in developing and working with underserved and marginalized communities to advance racial equity, diversity, and inclusion; and 3) building and strengthening relationships with culturally specific Institutes and TA providers, as well as organizations representing Indigenous peoples including Tribes, tribal coalitions, and Native Alaskan and Native Hawaiian organizations.

## **DESIRED SKILLS AND KNOWLEDGE**

- Significant experience in two or more of the areas addressed by NNEDV's signature projects.
- Strong relationships with state and territorial domestic violence coalitions, as well as other women's and social justice organizations, particularly organizations that focus on survivors.
- Specific experience in building and engaging nonprofit membership.
- Demonstrated success in developing and maintaining relationships with members, partners, donors, funders, and nonprofit and government agencies.
- The ability to problem-solve and strategize externally with coalitions and national partners and internally with programmatic and administrative teams.
- Analytical aptitude and experience in the development and evaluation of strategies and tactics for reaching diverse constituencies.
- Excellent computer skills, including familiarity with Microsoft Office (particularly Excel and Word) and online content management systems
- Ability to serve as an NNEDV spokesperson, as needed.
- Willingness to travel as needed. Frequent travel to headquarters in D.C. anticipated when it is safe to resume.
- A high degree of personal initiative and proven interpersonal and team skills.
- Flexibility, collegiality, demonstrated ability to serve in a confidential capacity, a positive attitude and sense of humor, and the ability to work quickly and nimbly under pressure.

## **LOCATION**

This position offers a flexible and collegial working environment based in our offices on Thomas Circle in downtown Washington, DC, near McPherson Square Metro.

DC-based employees preferred, but full-time, remote candidates outside of the DC area will be considered. Salaries may be adjusted based on location.

At the time of this posting, NNEDV is in remote status. NNEDV is telework ready and the position may initially start based at home as needed during the COVID-19 pandemic.

## **TO APPLY**

Send: 1) cover letter, 2) resume, and 3) a 3-5 page writing sample to Deborah J. Vagins, [VPProgramsJob@nnedv.org](mailto:VPProgramsJob@nnedv.org). Please combine the three application components listed here into a single PDF and attach to your email. Please copy and paste your cover letter into the body of the email.

Applications that do not contain all of the required items will not be considered.

**Applications received by September 30, 2021 will be given priority; however, the position will remain open until filled.**

No U.S. mail or faxes please.

## **SALARY RANGE**

- This is a full-time, exempt position.
- The salary range for this position in the DC area is \$120,000 - \$155,000, commensurate with experience. If the selected candidate is based out of the DC area, the salary may be adjusted based on locality.

## **BENEFITS**

- NNEDV pays the entire cost for each employee's Health (HMO plan), Dental, Life, and Short-Term and Long-Term Disability Insurances.
- NNEDV contributes 3% to each employee's 401k retirement plan (no match required).
- NNEDV provides 18 paid holidays (including the last full week of each year), and up to three weeks of accrued annual leave and 10 accrued days of sick leave.
- NNEDV also offers vision insurance at a nominal cost.

***We value a diverse workforce and an inclusive culture. NNEDV encourages applications from all qualified individuals without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, marital status, citizenship, disability, or veteran status.***