



Executive Director Charlottesville, Virginia



1979

Founded
in Charlottesville



5,000+

Volunteer hours
per year



1,200+

Hotline calls
per year



5,000

Nights of safe shelter
per year



400

Adults & children served
per year

Shelter for Help in Emergency - Mission & Philosophy

The Shelter for Help in Emergency works to support and empower victims of domestic violence through a combination of residential, community-based and outreach services. With a staff of 22 full and part-time employees, and the benefit of over 5,000 volunteer hours per year, the Shelter for Help in Emergency provides services to over 400 adults and children annually.

Mission Statement: Working to end domestic violence in our community.

Philosophy Statement: The Shelter for Help in Emergency is committed to providing a safe, supportive, confidential, and respectful environment in which survivors of domestic violence are empowered with the knowledge of personal and community resources as well as the skills needed to make informed decisions for themselves and their families.



About Shelter for Help in Emergency

Shelter for Help in Emergency stands as a beacon of support during times of crisis. Committed to providing a haven for individuals facing emergency situations, the organization ensures that no one navigates adversity alone. With a team dedicated to compassion and crisis intervention, Shelter for Help in Emergency strives to create a secure and nurturing environment for those in need. Through comprehensive, trauma-informed programs and an unwavering commitment, Shelter for Help in Emergency aims to empower survivors, rebuild lives, and foster resilience within the community.



Access the full video here: <https://youtu.be/GULgknhMuAM>



The Opportunity

Shelter for Help in Emergency Seeks a Strategic, Compassionate Leader

The Executive Director plays a pivotal role in overseeing and guiding the organization's overall operations, ensuring alignment with the mission and objectives set by the Board of Directors. The position encompasses a diverse range of responsibilities spanning governance, fundraising, staff management, financial stewardship, community engagement, and program management. The successful candidate will succeed a long-serving Executive Director and pillar of the Charlottesville nonprofit community. The new director will be tasked with driving and implementing a strategic vision, continuing to build on the Shelter's outstanding reputation, and strengthening and building its funding sources. The successful candidate will be a best-in-class communicator both externally and internally and will have a commitment to the organization's mission as well as drive to reach milestones and successes with an equally motivated Board of Directors, a committed staff, and external stakeholders.

Executive Responsibilities and Core Competencies:

- **Strategic Leader:** The incoming Executive Director will play a central role in the development and execution of a strategic plan.
- **Staff and Board Motivator:** Due to the nature and sensitivities of the work, the next leader should shine as an organized and committed listener and someone whom the Board and staff trust and are compelled to follow.
- **A Fearless Fundraiser:** The Shelter benefits from public (state and local) funding as well as private philanthropy. Leadership on the fundraising front is a priority and candidates with successful fundraising track records are encouraged to consider this role.



The Opportunity (continued)

Program Planning and Implementation:

- Goal Development: Collaborate with the Board in establishing long- and short-range goals.
- Work Plan Oversight: Ensure the development of work plans to achieve the agency's goals and objectives.
- Staffing Assurance: Guarantee adequate staffing levels to effectively provide program services.

Staff Supervision, Development, and Evaluation:

- Leadership Team Management: Guide and manage the senior leadership team responsible for staff supervision, evaluation, and training.
- Recruitment and Hiring: Oversee the recruitment, screening, and hiring of program staff while adhering to affirmative action and equal opportunity employment (EOE) procedures.
- Personnel Policies: Assist in the review of personnel policies, salary surveys, and implement policy decisions in consultation with the Board Personnel Committee.

Financial Management:

- Drive Revenue: With the Board and development staff, plan and deliver on a set of revenue initiatives that maximize opportunities and return on investment.
- Fiscal Responsibility: Work closely with the Board Treasurer, Finance Committee, and Fiscal Manager to ensure the fiscal responsibility of the agency.
- Budget Development: Assist in the development and preparation of the annual operating budget.
- Financial Reporting: Oversee the preparation of monthly revenue and expenditure reports to the Board.
- Grant Applications: Coordinate the preparation and submission of annual grant applications to various funding sources and ensure compliance with reporting requirements.
- Expenditure Authorization: Authorize expenditures and oversee the documentation of financial records.



The Candidate

Experience and Qualifications

- Proven and demonstrated leadership in the nonprofit space. Prior service as the head of an organization is not required but is highly desirable.
- Demonstrated ability to manage programs, administer a budget, develop financial and human resources, provide leadership and supervise employees, and interface with other community agencies.
- Fundraising experience highly preferred.
- Successful background both in managing up to a Board of Directors and managing a team of employees and volunteers is preferred.
- Senior leadership experience in the area of intimate partner violence, emergency health, women and children, or other social services related field.
- Master's degree preferred in Administration, Counseling, Psychology, Human Services, or a related field.
- Passion for the mission of the Shelter for Help in Emergency.
- Ability to relate to and provide compassion in a professional manner for those in trying circumstances.
- An authentic communication style that draws stakeholders at all levels into the organization.
- Expertise in building, mentoring, and holding accountable high-performance, mission-driven, and results-oriented teams.
- Must be available to work evenings, weekends, and holidays as needed.
- Affiliations and connections with a variety of professional organizations is beneficial.



Submit your application at:

<https://driwaterstonehc.com/position/executive-director-shelter-for-help-in-emergency/>

Compensation:

\$110,000-\$125,000 per year.

Location:

Charlottesville, VA.

Equal-opportunity Employer

Shelter for Help in Emergency provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DRiWaterstone.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.