

# Position Announcement: Executive Director



**Compensation:** Salary range of \$150,000 – \$160,000 with a comprehensive benefit package

**Location:** Vancouver, Washington



Share believes every person counts.

Together we pursue a stronger community by building relationships and advocating for equitable access to housing and food stability while empowering every individual to grow and thrive.

## This Executive Director Opportunity

After 34 years of service, our Executive Director has announced her retirement, and we are now seeking a new Executive Director. This is an excellent opportunity to lead a highly effective organization and have a significant positive impact on the greater Vancouver area. The Executive Director leads a dedicated team of staff and volunteers, overseeing program development and implementation, fostering community partnerships, and managing the financial and operational aspects of the organization.

The next Executive Director at Share will be a visionary leader with a passion for social justice and a deep commitment to ending homelessness and poverty. They will be a skilled relationship builder and operational leader committed to advancing equity and inclusion throughout the organization. They will be a proven fundraiser able to build sustainable revenue streams, and work closely with the Board of Directors to ensure that Share remains a leader in the field.

## Share — because every person counts!

Throughout Share's 45-year history, we have skillfully adapted to fill many service gaps in our community. This ability to meet the needs of our neighbors was tested over the past three years, as a once-in-a-lifetime pandemic rapidly spread throughout the world, our country and our community. Faced with these challenges, Share rose to the occasion and successfully expanded services and increased the number of people served. While life has largely returned to a new normal, thousands of households in Clark County are still struggling to access enough food for their families, to secure employment or housing, to pay monthly bills, and to care for themselves and their family. Now, perhaps more than ever, Share's services are needed, and we are poised to make a significant difference in the lives of thousands of people in our community.



Through the efforts and dedication of our skilled and compassionate staff and community partners, Share provides food for all ages, operates four shelters, assists people living on the streets or at risk of losing their home, and provides rental assistance with caring case management to help individuals and families secure affordable housing. We are a quickly growing independent 501(c)3 nonprofit with an annual budget of over \$16 million and a diverse staff of 127 FTE.

For more information about Share, visit [www.sharevancouver.org](http://www.sharevancouver.org).

## Qualifications, Experiences & Capacities

After surveying Share's board, staff, and community partners about what they want to see in our next Executive Director, we have determined that a successful candidate will possess the following: *(We are less interested in the titles you've held and more interested in what you've actually done and who you are.)*

- Has a passion for and personal alignment with the mission of Share.
- Has a deep understanding of both the dynamics of homelessness and best practices in responding to homelessness.
- Has the demonstrated ability and commitment to applying a strong lens of equity and anti-racism to their work.
- Has strong management and leadership skills and can nurture a strong, unified, and supportive organizational culture.
- Has a proven track record in fund development through grants, events, and individual donor solicitation that builds on and enhances community relationships.
- Is a leader who recognizes potential challenges and opportunities and develops inclusive strategies to navigate changes.
- Has the ability to hire, retain, and develop a committed and diverse team.
- Has excellent communication skills.
- Has experience in developing and implementing innovative programs and initiatives to address homelessness, provide emergency shelter, and support individuals in achieving self-sufficiency.
- Is a leader who seeks out, navigates, and balances diverse perspectives.
- Can cultivate and nurture healthy relationships with multiple and sometimes disparate stakeholders and partners.
- Has a significant understanding of how nonprofits operate.

## The Recruitment

Share encourages a culture of supportive compassion for our participants, co-workers, and volunteers. We want bright, driven people who are passionate about social justice and want challenging career opportunities that deliver personal and professional fulfillment. Our dedicated and energetic employees provide essential services to a vulnerable population. We take pride in making a difference in the lives of so many every day.

Share strives to be an organization that demonstrates our commitment to diversity, equity, and inclusion (DEI) through continuous growth and development by proactively managing bias, and modeling inclusive behaviors. Share is deliberate and self-reflective about the team and culture we are building, and we value diversity in both background and experiences. We actively work to dismantle racist systems, focusing on sustainable solutions to structural racism, police violence, and inequitable economic, health care, and education systems. Share supports our leadership team in continuing to ensure that we provide equitable experiences, increasingly strengthen inclusion, and continue to build a culture of belonging that embraces and sustains the contributions of all team members.

We are committed to having an applicant pool for this position that reflects the diversity of the people we serve, and we highly encourage Black, Indigenous and People of Color to apply.

We know that the best candidates for this job might come from less "traditional" backgrounds, and if this position speaks to you, we encourage you to apply, even if you don't believe you meet every one of our described qualifications. If you're unsure whether you meet the qualifications of this position or how this would be determined, please feel free to contact us at the email listed to discuss your application.



## To Apply:

Please submit an application packet that includes:

- A cover letter explaining how you have the qualifications, experience, and passion to be the next Executive Director of Share. Please also include:
  1. a description of your experience with homelessness (in terms of direct service, policy/advocacy, lived experience, etc.); and
  2. a description of how you have promoted equity and lessened disparities through your work.
- A detailed chronological resume that speaks to the qualifications listed above.
- The names, contact information, and professional affiliations of four professional references. (We won't contact your references until we've cleared it with you.)

Please send your materials to [Sharesearch@pagetwopartners.com](mailto:Sharesearch@pagetwopartners.com). Please also email us at this address to request any accommodations you would like made during this hiring process. We will keep your application confidential, and you will soon receive an acknowledgment email.

## Timeline

The position will remain open until filled. However, we prefer to receive applications by 5:00 p.m. on June 8, 2023, when we will begin reviewing them. Interviews are scheduled to begin the week of June 19, with successive rounds of interviews held the weeks of June 26 and July 10. We project a start date in mid August.

Another nonprofit executive search brought to you by:



Executive leadership transition services, including interim leadership, executive coaching and executive searches. [www.pagetwopartners.com](http://www.pagetwopartners.com)