

WASHINGTON WOMEN IN NEED

Executive Director

Position Profile



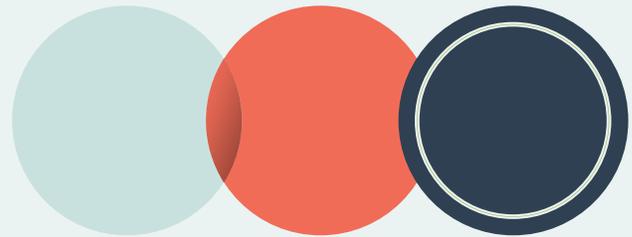
Washington Women In Need (WWIN) is seeking a dynamic leader, with a passion for empowering women to achieve economic stability through higher education and living wage careers. This is a great opportunity to be a part of an organization that's well established, successful, has a strong balance sheet and has a loyal donor base. It is an organization you can be proud of. Given the opportunity, every woman can inspire positive change for herself, her family, and her community!



Located in Kirkland, WA, WWIN is a unique organization. WWIN helps women reach economic stability—transforming their lives and their communities.

WWIN is governed by a fifteen-member volunteer board of directors that is dedicated to contributing its passions and skills toward the effort of empowering women to achieve economic stability through higher education and living wage careers. The Executive Director will lead a team of four talented, committed staff members who provide the programming and support needed by the individuals who connect with WWIN. The 2022 budget is \$1,578,000.

Since 1992, WWIN has provided more than 7,000 grants to women in Washington, totaling over \$20 million. 55% of the Scholars are women of color. 57% are the first in their family to attend college. 30% have dependent children living at home and of those with children, 63% are single mothers. 45% are the sole or primary provider for themselves or their families.



WWIN Programs

Star Scholars

This program removes a financial barrier to the higher education women need to attain a living wage career. Star Scholars receive up to \$5,000 per year or \$20,000 during the course of their undergraduate studies. WWIN selects women who are ready for transformational life change, and have demonstrated financial need to help them cover the cost of their college degree. Our Scholars are determined and driven and have a deep desire to build a better future for themselves and their families. They are prepared to work towards a college degree, sparking positive change for themselves, their families, and their communities for generations to come.

Career Launch

This program supports our Star Scholars when they graduate and are navigating the transition from their education to their career. Each woman works individually with the certified coach of her choosing to gain the skills and confidence she needs to launch a successful and fulfilling career and feel comfortable in her new workplace.

Self Advocacy

WWIN helps women navigate the systemic barriers to their success through our partnerships and our annual Women's Empowerment Conference. Women connect with others, get inspired, and learn the skills and tools to advocate for themselves and others.

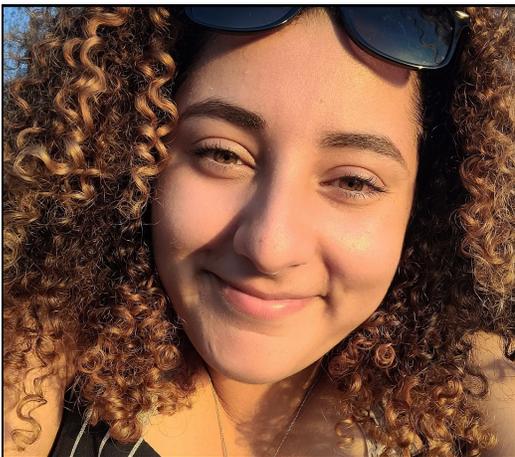


Strengths and Focus



Organizational Strengths:

- Dedicated Board of Directors and staff with a deep commitment to carry out the mission to help women achieve economic stability
- Mission-driven strategy and direction
- Healthy financial position
- Programs designed with the belief that a woman has the wisdom and freedom to make her own choices and design her own future



Initial Focus for the Executive Director:

- Build strong, positive relationships with board members and staff members
- Develop and nurture relationships with major donors and potential donors
- Identify fundraising opportunities
- Focus on diversity, equity and inclusion



Longer Term Focus:

- Substantially increase the amount of funding available to serve significantly more women
- Build a strong identity through modern marketing practices, driving increased visibility including social media presence
- Engage the next generations in giving, volunteer experiences and leadership opportunities



THE POSITION



Reporting to and working with the fifteen-member Board of Directors, the Executive Director will have overall strategic and operational responsibility for mission achievement, daily operations, community presence, donor relations, collaborations and relations with other nonprofits.

It is expected that the ED will play an active role in helping shape the community's understanding of WWIN and its impact on empowering and supporting education for women.

Salary range: \$130,000 to \$150,000 plus medical, dental, vision and retirement benefits.

DESIRED QUALIFICATIONS

- Success working with a nonprofit board of directors
- Proven fundraising/development expertise with the ability to inspire donors and prospective donors
- Demonstrated commitment to the principles of diversity, equity and inclusion
- Experience growing and scaling an organization
- Experience making data-driven decisions
- Strategic thinker with an ability to implement strategy at tactical and operational levels

PERSONAL QUALITIES

- Passion to build on and grow WWIN's success in helping women lift themselves to economic stability
- Consensus builder with the ability to consider all of the information, data and others' perspectives
- Dynamic leader who uses persuasive communication skills to inspire, motivate and build consensus
- A compelling story-teller
- High confidence, humility, transparency, resiliency, authenticity and a healthy sense of humor





TIMING AND APPLICATION

APPLICATION AND SELECTION PROCESS

Applications received by **5:00 p.m. on December 5, 2021** are assured full consideration. It is wise to apply earlier if possible because additional application materials may be requested. It is anticipated that final candidate interviews will be held the week of January 24, 2022 with a decision made shortly thereafter.

To register as a candidate or view more information, please go to:

<http://www.hagelsearch.com/wwin>

All submissions will be acknowledged and will be held in strict confidence. Finalists for the position will be required to participate in a behavioral assessment. The assessment is web-based, takes about 75 minutes to complete, and helps match the candidate's traits with the desired traits detailed above. All results are held strictly confidential.

Contact Information

For further information please contact: Frank Hagel (253) 572-2439 x304 or Marcia Walker (253) 572-2439 x310. Or email: frank@hagel.net or marcia@hagel.net. DO NOT submit your application to these email addresses.

EQUAL OPPORTUNITY

WWIN is an equal opportunity employer. It does not discriminate on the basis of race, national origin, gender, age, religion, creed, sexual orientation, marital status, mental or physical disability, or on any basis prohibited by law.

