

Alberta Council of Women's Shelters Executive Director



ACWS
Alberta Council of
Women's Shelters

For more information, please contact:

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the vogel group
Recruiting Leaders

Executive Director
Alberta Council of Women's Shelters

▼ **ORGANIZATION OVERVIEW**

Alberta Council of Women's Shelters (ACWS) dates back to 1983. Forty years later they are Alberta's leading body of action against gender-based violence.

ACWS is a registered charity that works with its members to end domestic violence. Their experience and knowledge help serve over 50 shelters across the province for women, their children and seniors facing domestic abuse.

ACWS's values are the foundation which their strategic goals are based:

Work Collectively:

ACWS leads and supports member initiatives which mobilize the community to work collectively to end domestic violence and abuse.

Share Knowledge:

ACWS, in concert with their members and partners, share and develop knowledge, resources and connections to steadily advance effective responses to domestic violence and abuse.

Change Systems:

ACWS champions changes to systems, policies and practices to improve services for those experiencing violence and abuse, creating a safer space for all.

Change Culture:

ACWS takes action to transform the beliefs, attitudes and behaviours that perpetuate gender-based violence through increased public awareness and conversation.

For more information on the Alberta Council of Women's Shelters please visit www.acws.ca.

▼ **THE ROLE**

ACWS is seeking a dynamic and visionary leader to serve as the Executive Director. Reporting to the Board of Directors, the Executive Director will be responsible for providing strategic direction, leadership, and operational oversight to advance the mission and goals of ACWS. The Executive Director will work closely with members, government agencies, community partners, and allies to advocate for policies and programs that address domestic violence and support survivors.

The new Executive Director will lead with values and ideology to advance social justice.

Leadership Principles to include:

- ▼ Self-awareness: lead with empathy and an open mind.
- ▼ Self-care and caring for others: taking care of emotional and physical well-being.

- ▼ Dismantling bias: help to uncover these forms of discrimination in the day-to-day workplace practices and policies.
- ▼ Inclusion: Create ways for everyone to be equally heard, respected and to be successful.
- ▼ Responsible and transparent: Making appropriate decisions in the best interest of ACWS.
- ▼ Respectful feedback: Providing an opportunity for two-way learning. Resolving conflict through active listening.

The Executive Director has five direct reports and a total staff of 16 dedicated professionals. This position will be based in the Greater Edmonton Area.

Key Responsibilities

Leadership, Influence and Public Profile

- ▼ Provide strategic and tactical leadership to the organization on an ongoing basis.
- ▼ Represent ACWS and protect the integrity and reputation of the organization.
- ▼ Provide leadership and strategic influence within communities and throughout the province and beyond on issues and opportunities related to people facing domestic violence.

Organization Leadership

- ▼ Develop and implement approved short and long term strategic and operating policies, plans and procedures consistent with the vision, goals and objectives established by the Board of Directors.
- ▼ Develop and monitor appropriate risk management processes.
- ▼ Identify opportunities to enhance the mission of ACWS and make appropriate recommendations to the Board of Directors in areas of policy, procedures, administration, community engagement and operations.
- ▼ Monitor regular ongoing activities of the organization through review of management reports, team meetings, operational plan objectives and committee structures.
- ▼ Establish and implement organization policies, procedures and practices in all aspects of ACWS including operations, finances, technology and human resources.
- ▼ Lead a culture of operational excellence.
- ▼ Responsible for financial health of ACWS.
- ▼ Lead, coach and mentor ACWS team members.

Finance and Administration

- ▼ Develop and lead a robust funding strategy to support sustainable operational growth and stability.
- ▼ Define and lead strategy for increasing brand awareness and funding.
- ▼ Develop and propose the annual budget and operational plan for Board approval.
- ▼ Work with the Board of Directors to develop and implement the strategic plan.
- ▼ Attend all Board meetings, executive committee meetings and other board committee meetings.
- ▼ Develop, review, and revise policies and procedures for Board approval.
- ▼ Oversee grant management.

Advocacy/ Community Engagement

- ▼ Foster collaborative relationships with members, community organizations, government, and others to strengthen the collective response to domestic violence.
- ▼ Identify opportunities for collaboration and resource-sharing to maximize impact and effectiveness.
- ▼ Serve as the primary spokesperson and advocate for ACWS, representing the organization's interests to government officials, funders, media, and the public.
- ▼ Champion legislative and policy changes to address systemic issues related to domestic violence and promote gender equality.

Board Support

- ▼ Engage, advise and support the Board of Directors in its various roles, including formulating and executing strategic direction(s).
- ▼ Develop, interpret and execute a variety of governance and operational policies and processes as required or directed by the Board.
- ▼ Ensure the development of agendas, reporting formats, presentations and other supporting materials for Board meetings, board committee meetings, Annual General Meetings and Board development and strategy sessions.
- ▼ Play a key role in new Board member orientation.

▼ THE CANDIDATE

Core Competencies

- ▼ Bachelor's degree in social work, public administration, non-profit management, or a related field (Master's degree preferred). A combination of education and experiences will also be considered.
- ▼ Minimum of 7-10 years of progressive leadership experience in the non-profit sector, with a focus on advocacy, social justice, or violence against women issues.
- ▼ Strong understanding of domestic violence issues, trauma-informed care principles, and the dynamics of gender-based violence.
- ▼ Demonstrated experience in strategic planning, organizational development, and coalition-building.
- ▼ Excellent communication skills, with the ability to effectively engage diverse audiences and advocate for policy change.
- ▼ Proven track record of successful fundraising, grant writing, and financial management.
- ▼ Collaborative leadership style, with the ability to inspire and motivate staff, volunteers, and partners towards a common vision.
- ▼ Expertise in change management, relationship building, government advocacy, communications and strategic thinking / planning.

Personal Characteristics

Leadership Style

- ▼ Ability to build consensus and host healthy conflict.
- ▼ Experience managing competing agendas and with a multiplicity of needs.
- ▼ Collaborative and authentic leader that understands diversity and inclusion and Indigenous world views.

Strategic Vision

- ▼ Development of a compelling shared vision that provides clear direction, goals and priorities.
- ▼ Proactive, broad-based, long-term perspective on the organization by analyzing key trends and linking these to a strategy for success.

Passion for the Cause

- ▼ Genuine passion and awareness of gender-based violence and domestic violence.
- ▼ Through advocacy, research, data collection and training, ACWS supports Alberta shelters in providing safety and family support.
- ▼ Skilled in facilitating healing where longstanding division has existed.

Integrity and Personal Credibility

- ▼ Demonstrated ability to gain and maintain trust.
- ▼ Ability to recognize and honour others.
- ▼ Honesty, humility and commitment are the signature of this leader.
- ▼ Ability to establish and maintain confidence and support of the Board, staff team, funding partners, other health partners, and the donor community.

Diplomacy and Networking

- ▼ Understanding and passion for the value of ACWS and the ability to develop, retain and grow a strong network of relationships that will assist in achieving the goals of the organization.
- ▼ Ability to be discreet with others, take into account cultural and personal differences with the intent to build lasting internal and external relationships.

Collaboration and Communication

- ▼ Ability to build teams, build trust and commitment underpinned with effective communication across diverse audiences and groups.
- ▼ Demonstrated ability that reflects an understanding and consideration of the motivations and feelings of others.
- ▼ Expertise in articulating information in a way that positively influences others and builds trust.
- ▼ A visionary with clear communication skills and strong collaboration skills.
- ▼ Innovative and creative individual that works effectively with the government.

We understand and appreciate our clients' ever-increasing desire for candidates to reflect the communities in which they work and live. The Vogel Group is committed to inclusivity and diversity as we search for outstanding leadership talent for our clients.

We encourage candidates of all ethnicities, cultural backgrounds, physical challenges, sexual orientations, and identifications to feel confident in exploring and declaring candidacy for any of our search assignments.

▼ **For more information or to apply, please contact:**

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