



Chief Executive Officer (CEO)

Fear 2 Freedom
12284 Warwick Blvd, Suite 1G
Newport News, Virginia 23606

REQUIREMENTS

- Five to ten years of experience as an Executive in a non-profit including supervisory experience.
- Experience and demonstrated success in nonprofit management and fundraising, including identifying and securing public and private grant funding and major donor cultivation.
- Strong written and oral communication skills.
- Experience in CRM software.
- Evidence of success in developing and managing annual operating budgets.
- Bachelor's degree required; advanced degree preferred.
- High standards, personal and professional integrity.
- Ability to travel, work nights and weekends as needed.
- Passion for the mission and personal connections to the issues of sexual assault and violence preferred.

FULL JOB DESCRIPTION

Fear 2 Freedom (F2F), founded in 2011, is a global nonprofit organization with a mission to restore hope and dignity to survivors of sexual assault while empowering college students and communities to combat sexual violence. F2F is currently seeking an innovative Chief Executive Officer (CEO) to lead a small and effective team while advancing our mission. F2F collaborates with colleges, universities, hospitals, businesses, churches, and community partners across the country to deliver interactive sexual violence prevention programs that also serve as valuable service-learning opportunities as well as provide after care kits and therapy tools to providers and agencies for use when supporting victims of sexual assault and violence of all ages.

Key duties include:

- Successfully develop and execute fundraising and educational plans that support and achieve F2F's mission, vision, values, and financial objectives.
- Exhibit strategic and operational leadership and best practices.
- Lead with inspiration, empowerment, and an appropriate sense of urgency.
- Be responsible for raising critical financial support from a diversity of funding sources.

- Maximize the Board of Directors' individual and collective contributions to the success of F2F.

Leadership:

- Serve as F2F's principal spokesperson; attend events and conferences and be the "face" of the organization with internal and external stakeholders.
- Possess strong and focused leadership skills that will further expansion on a national level as well as actively identify and pursue opportunities that will create mutually beneficial new partnerships.
- Maintain a good working relationship with the Founder and Board of Director members.
- Translate strategic priorities into specific, attainable goals and oversee their implementation by staff.
- Collaborate with the Board of Directors in determining strategies to achieve F2F's values, mission, vision and short- and long-term goals.
- Oversee clear and concise communication through our website, social media channels and e-newsletter.
- Ensure internal operations are optimized to support efficiency, long-term success and sustainability.
- Collaborate closely with our Director of Programs to implement new strategies and programs to enable national expansion.
- Lead the F2F team in educating, training, and informing universities and the community about prevention, intervention, and awareness of sexual assault.
- Oversee communication and marketing strategies to promote, expand and enhance brand awareness among supporters in the community and nationally.
- Oversee the development of annual marketing and communications strategies.

Fundraising and Donor Development

- Create a comprehensive fundraising plan and develop a stewardship strategy for individuals, foundations, corporations, and governmental agencies, inclusive of grants, individual donations, campaigns, and events, with an emphasis on expanding the donor base and increasing engagement levels and ensuring long term financial stability.
- Manage volunteer committees to plan, promote and implement fundraising events, including the annual Champions Luncheon and every three-year Gala.
- Work closely with our leadership, staff, Board of Directors, volunteers, and consultants as needed on various fundraising initiatives
- Successfully manage and cultivate a portfolio of key prospects and major individual and corporate donors.
- Support all fundraising activities including Board giving.
- Develop and oversee annual public campaign and appeal strategies and implement them with Development Coordinator.
- Research and write grants with support of Development Coordinator and interns.
- Manage corporate sponsor relationships and opportunities.

Personnel & Financial Management:

- Foster a culture of excellence, openness, positivity, and teamwork among the staff, volunteers, and the Board of Directors.
- Collaborate with the COO and staff to establish individual goals and expectations annually that support the overall goals of the organization.
- Collaborate with the COO to mentor and supervise staff, creating a productive and dynamic work environment.
- Work with COO to conduct annual staff performance evaluations, manage staff performance, recruit, hire, train new staff and develop retention strategies.
- Participate in the development and implementation of budgets in coordination with the Chief Operating Officer (COO) and the Treasurer
- Oversee the fiscal activities of F2F including budgeting, reporting, and auditing.

Board Development & Governance

- Encourage transparent board communication regarding the condition of F2F and all-important influencing factors.
- Monitor key performance indicators of the organization and report outcomes to the Executive Committee monthly and Board quarterly. Identify and report areas of success, challenges, risk, and opportunities.
- Identify and appropriately address problems and opportunities which may require board and/or committee discussion and deliberation.
- Assist the Board in creating an active culture of philanthropy through individual giving and participation in fundraising and awareness activities.
- Coordinate board recruitment efforts and facilitate onboarding of new board members.
- Encourage the board and committee members to be a stimulating presence for F2F.

Compensation & Benefits:

Salary Range: \$75K - \$90K annually commensurate with experience

Fear 2 Freedom offers a competitive package, including health and dental insurance, IRA employer match, supplemental insurance options, generous paid holidays, vacation time, and hybrid work environment.

Application Process

Interested applicants, please submit a resume and cover letter including salary requirements to fran@fear2freedom.org.