



**Open Position:** Executive Director

**Employment Status:** Full-time

**FLSA Status:** Non-exempt

**Reports to:** Board of Directors

**Travel:** Some statewide and national travel required (10-20%)

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**The Maryland Network Against Domestic Violence (MNADV) is seeking an experienced, effective, and committed Executive Director who will passionately uphold MNADV's mission that one day Maryland will be a state where families and relationships thrive on mutual trust and respect and where there is no place for violence.**

### **Our Organization**

The Maryland Network Against Domestic Violence (MNADV) is the federally-designated statewide domestic violence coalition that brings together victim service providers, allied professionals, and concerned individuals in Maryland for the common purpose of reducing intimate partner and family violence and its harmful effects on our citizens. The Network accomplishes this goal by providing education, training, resources, and advocacy to advance victim safety and abuser accountability.

The MNADV created the nationally recognized, evidence-based Lethality Assessment Program - Maryland Model (LAP) in 2005 to reduce domestic violence fatalities and provide increased safety to victims who are at the greatest risk for lethality or serious injury. With training provided by the MNADV, the LAP is now being implemented in jurisdictions in 37 states across the country, partnering teams of law enforcement agencies and domestic violence programs. The MNADV is a national technical assistance provider and participates in a federally-funded Homicide Prevention Demonstration Initiative (HPDI) with jurisdictions in four states implementing the LAP.

### **Strategic Priorities**

- Collaborate with domestic violence programs, coalitions, member organizations, allied partners, and stakeholders to better serve survivors and communities in Maryland
- Inform and advance the national conversation around the prevention of domestic violence fatalities.
- Lead and support MNADV staff, consultants, and volunteers.
- Diversify funding to achieve sustainability and manage resources to allow for stability and growth of the organization.



## **Skills, Abilities, and Competencies**

- Expertise or demonstrated commitment to working in the field of domestic violence, sexual assault, stalking, and/or gender-based violence. An ideal candidate would have at least 10 years of experience working in domestic violence or a related field
- Experience and working knowledge of coalitions, multi-agency collaborations, and advocacy campaigns
- Leadership style based on inclusiveness, transparency, integrity, creativity, and innovation that motivates staff and provides opportunities for professional and personal development
- Commitment to providing reflective, trauma-informed supervision and maintaining *a climate which attracts, keeps, and motivates a highly competent diverse staff*
- Understanding of intersectional issues around social justice and activism
- Strong organizational abilities including planning, delegating, program development, and task facilitation
- Solid, hands-on, budget management skills, including budget preparation, analysis, decision-making, and reporting, with an emphasis on experience with state and federal grants
- Strong fundraising record and a capacity to diversify funding
- Knowledge and familiarity with legislative advocacy
- Ability to convey a vision of MNADV's strategic future to stakeholders and community members
- Skills to collaborate with, motivate and foster relationships with staff, board members, donors, and professional partners
- Outstanding communication and public speaking skills
- Bachelor's degree or commensurate professional experience required. Advanced degree in relevant field preferred

## **How We Value You:**

- Compensation depends on experience.
- Position is on-site, 40 hours per week in Lanham, MD.
- MNADV-paid medical health care benefits are available for the individual.
- Employee-paid vision and dental insurance is available.
- 11 paid holidays, 20 days of paid leave, and an additional paid vacation between Christmas and New Year's Day are provided.
- Flexible work schedule available.
- Reimbursement for national and statewide travel.



**People of color, LGBTQIA+ persons, survivors of interpersonal violence, and women are strongly encouraged to apply.** MNADV is committed to providing an inclusive, welcoming and safe environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients where employees respect one another and share a commitment to our organization's mission, values, and strategies. We are an Equal Opportunity Employer. MNADV does not and shall not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status. The Maryland Network Against Domestic Violence is an equal opportunity employer.

### **How to Apply**

Position will remain open until filled. Applicants must submit a cover letter and resume to MNADV's Board Presidents, Inga James, at [ijames@heartlyhouse.org](mailto:ijames@heartlyhouse.org). Only applicants who have been selected for an interview will be notified. Please no calls.