



Executive Director

This year, STAND! For Families Free of Violence (STAND!) celebrates 48 years of impactful service to Contra Costa families and individuals experiencing intimate partner violence (IPV) and the agency is seeking a passionate, visionary leader to guide the organization towards its 50th year and beyond.

Through STAND!'s current leader we have proudly embraced our roots in the human rights movement, realigned with our longstanding mission to end gender-based violence, and committed to building a client-centered, staff-forward, community-based organization. As the new Executive Director, you will have the opportunity to lead an extraordinary mission-driven team of 60+ employees and volunteers whose work has a profound impact on the lives of those affected by intimate partner violence. Your strategic vision will help shape our mission to end IPV and create resilient, safe, and healthy communities. Supported by the Agency's dedicated Board of Directors, many of whom have been involved for many years and served multiple terms, the ED oversees all aspects of the operations and programs of this \$4.1m nonprofit, and is a hands-on, collaboratively oriented member of STAND!'s Senior Management Team and larger Full Leadership Team.

About STAND!

STAND! is a community-based, values-driven nonprofit with deep roots and strong partnerships in Contra Costa County. Our innovative and life-changing programs include a 24/7 crisis and counseling telephone line with a differentiated response for high-risk clients; emergency shelter, transitional housing, and permanent housing services; trauma-informed children's program; community-based advocacy and case management services; peer counseling; psychotherapy; and school-based services that contribute to the elimination of IPV by educating young people about healthy relationships. We are committed to working with those who have used violence in their relationships to help them understand their behaviors and learn how to change, as we believe this is a critical part of ending IPV.

Our work is guided by our values of belonging, innovation, integrity, safety, and sustainability. The new ED will be a strong leader with high social and emotional intelligence who can embrace these values, and who seeks to create and participate in a culture of interpersonal kindness and accountability, with respect for the contribution of everyone who joins us in this work.

STAND! strives to balance flexible working principles with relationship building and collegiality. This role will require a minimum of 80% onsite work.

What you will do

- Bring your vision and leadership skills to bear as we implement our new strategic plan and continue to move the organization forward.
- Ensure the Agency's fiscal soundness; develop, implement, and monitor agency budget, income and expenditures; manage internal finance staff and relationships with external accounting partners.
- Oversee all programmatic, operations, financial, and fundraising activities of the Agency.
- Oversee innovative programs and services designed to meet the varied needs of diverse populations impacted by IPV.
- Lead and inspire our diverse staff who come from a broad range of cultural, personal, and professional backgrounds.

- Serve as the Agency's primary contact person and spokesperson for media and the community; provide strategic leadership for fundraising and funding efforts and supervise all aspects of the Agency's Development, Marketing and Public Relations work.
- Build deep and robust relationships with funders and donors; craft grant proposals and donor solicitations.

What you will bring

- A master's degree in social work, public health, public administration, or related field is strongly preferred; a bachelor's degree in these areas, combined with equivalent work experience in nonprofit leadership will be considered.
- Minimum 5 years' experience in a senior role at a nonprofit organization; experience working in this capacity in a direct service, social services / social justice environment is strongly preferred.
- A deep understanding of IPV as an intersectional social justice issue; and its impact on the community as well as individuals and families.
- Skilled and strategic fundraiser; experience should include grant selection and management, as well as managing relations with funders and donors.
- 3+ years' experience in nonprofit financial management; experience in an organization funded by a wide range of grants (30+) with nuanced financial requirements will be strongly preferred.
- Demonstrated ability to build connections and maintain relationships with a diverse range of organizations who support this work including Law Enforcement, Public Defender, and District Attorney partners, as well as other community-based organizations.
- Experience being the public face of an organization; excellent presentation skills; demonstrated ability to connect with and engage a variety of audiences.
- Demonstrated ability to connect with and lead a nonprofit Board of Directors.
- Demonstrated ability to lead licensed and professional staff from a variety of disciplines.
- Comfortable utilizing technology and learning a variety of platforms.
- Available to work onsite a minimum of 80% (4 days/week).
- Collaborative, hands-on orientation; humility and willingness to learn.
- Commitment to joy and the possibility of transformation.

What we offer

Starting salary range: \$160,000 to \$180,000 DOE/DOQ

STAND!'s generous and equitable benefits package currently offers a sponsored Kaiser Medical Plan and Dental and Vision insurance to all regular employees working 20+ hours/week. Employees may buy up to alternative plans at their own cost.

We also offer a 403(b) Retirement Plan with an employer match after one year, and substantial paid time off benefits.

Relocation benefits are not available.

How to apply

Apply by sending your resume, a cover letter, and the names of three supervisory references. References will not be contacted without your permission. In your cover letter, outline your interest in the position and how your qualifications align with the above requirements, and with STAND!'s mission and vision. Send to: resume@standffov.org **Applications must be received by 5pm, January 31, 2026.**

STAND!'s facilities are on the traditional, ancestral, and unceded territories of the Bay Miwok people and we acknowledge that the agency benefits from the land they long stewarded.

We are an Equal Opportunity Employer committed to staff diversity. We welcome applications from qualified people of all backgrounds. All qualified applicants will receive consideration for employment without regard to protected characteristics including disability and protected veteran status.