

EROC—Executive Director



ABOUT END RAPE ON CAMPUS

Since its founding in 2013, End Rape on Campus (EROC) has worked to end campus sexual violence. In service of its vision, a world in which each individual has an educational experience free from violence, the organization provides direct support to survivors and their communities; promotes prevention through education; and supports policy reform at the campus, local, state, and federal level.

Established by students for students, with a particular focus on ensuring survivors of sexual assault on college campuses have access to the protections of Title IX and the Clery Act, EROC has emerged as a prominent voice and leader in a growing movement to eradicate sexual violence. Through creative initiatives such as Hands Off IX and the Campus Accountability Map, EROC has advocated both for and with survivors; and cemented its reputation for bold tactics and effective action during a period of dramatic change in the relevant cultural landscape.

EROC is now looking for its next Executive Director (ED) to bring this dynamic enterprise through its next era of growth and impact by developing EROC's organization and culture, fostering and building new partnerships, and providing visionary and strategic leadership to the organization and the field.

The position will be based at EROC's office in Washington, D.C.

ABOUT THE EXECUTIVE DIRECTOR ROLE

The Board of Directors seeks a seasoned executive with a national reputation for leadership in the social justice arena to become EROC's next ED. This individual will be an exceptional strategist and manager, and a highly effective representative of EROC and its mission. Internally, the ED will oversee and ensure a high standard of performance and professional development across each of EROC's core areas of operations: development, policy, programming, communications and operational systems. Externally, the ED will represent and promote EROC's high-profile brand and reputation with integrity, vigor, and style. The ED will be a talented fund raiser and persuasive spokesperson on behalf of the organization, its programs and initiatives.

The ED will be passionate about leveraging her or his professional expertise to drive positive change and advance the national conversation around sexual violence prevention, policy, and survivor support. While the ED will be expected to maintain and strengthen EROC's leadership in coalition with other entities in the sexual violence arena, the Board is especially interested in candidates with background and experience in other types of social justice organizations and movements, such as restorative justice, workers' rights, or race or gender equity.

ESSENTIAL ROLES & RESPONSIBILITIES

In this person's first year in the position, and in partnership with the Board, the ED will define a vision and drive a constituent-informed strategic planning process that will set the course for EROC's next three to five years.

The ED will have primary responsibilities in the following five areas:

• Strategic Leadership

- Help build and support a high performance, right-altitude Board of Directors;
- Set strategic focus and priorities for the organization, in collaboration with the Board of Directors;
- Maintain strategic focus and priorities for the organization and the staff;
- Foster, promote, and recognize leadership among staff and volunteers;
- Demonstrate intellectual and practical leadership on behalf of the organization and its mission in high value public and private contexts, from meetings with policy-makers to interviews and appearances in national media.

• Organizational Operations and Culture

- Oversee day-to-day operations of a \$1.6M organization, and manage a staff of 10, including 2 direct reports;
- Set high standards and foster conditions for outstanding performance of all EROC functions including programs, finance, development, HR, policy, and communications;

- Foster and preside over a collaborative, humane organizational culture that values all persons, encourages creativity and innovation, learns from both mistakes and successes, and balances responsibility, accountability, and authority in setting goals and expectations of its members.
- **Fundraising**
 - Act as EROC's fund raiser in chief;
 - Regularly participate in strategic cultivation, solicitation, and stewardship of EROC's highest value prospects and donors;
 - Oversee development of, and approve, annual and multi-year revenue strategies with philanthropic and earned income components as indicated, to include gifts from individuals, corporations and foundations.
- **Public Engagement**
 - Serve on panels, deliver talks, and otherwise represent EROC at high value public and private events, and in regional and national media;
 - Publish thought and opinion pieces consistent with EROC's mission and non-profit status; and
 - Otherwise represent and cultivate the EROC brand for leadership, integrity, collaboration, and effectiveness.
- **Field Building**
 - Guide EROC in determining and playing its best and highest role within the evolving landscape of sexual violence prevention, policy, and survivor support;
 - Advance the national conversation around sexual violence prevention, policy, and survivor support; and
 - Build partnerships and alliances within and across sectors and interest areas to increase organizational impact.

QUALIFICATIONS

- 5+ years in an executive level position with significant strategic and managerial responsibilities, preferably in a non-profit policy or advocacy setting
- Experience building and staffing high performance non-profit governing boards
- Sophisticated fund raiser, who enjoys engaging with donors
- Demonstrated success working in a lean environment; able to operate effectively at the 10,000-foot level and on the ground
- Functional awareness of the contemporary sexual violence policy and prevention landscape, including issues related to sexual assault on college campuses
- Working knowledge of the principles and practices of grassroots organizing, fund raising, and movement building
- Experience working in trauma-informed environments and with diverse populations

BENEFITS

EROC offers a generous benefits package including medical insurance and optional dental and vision insurance for employees and their dependents, paid parental leave, bereavement leave, and a total of four weeks of Paid Time Off per year. EROC will soon be providing an option to enroll in a 401k savings plan. Other optional benefits include commuter benefits, home and auto insurance, legal services, etc. EROC has a flexible “work-from-home” policy, contingent on consistent performance and communication.

TO APPLY

All qualified applicants will receive consideration without discrimination on the basis of race, color, religion, gender, national origin, ancestry, age, marital status, pregnancy, medical condition, disability, or sexual orientation. As an equal opportunity employer that values the organizational benefits of a diverse staff, EROC is committed to identifying and developing the skills and leadership of people with a variety of backgrounds and attributes.

End Rape on Campus has retained Schaffer&Combs, a certified B Corporation, to support this search. In order to apply, please submit an updated resume and thoughtful cover letter that outlines how your skills and experiences meet the qualifications of the position.

Please refrain from contacting EROC directly; all inquiries should be directed to Schaffer&Combs at EROC@schaffercombs.com. Applications will be accepted on a rolling basis.