

A new job has been submitted.

Registration Information

Order No.	3780185
Agency Name	Tahirih Justice Center
Job Title	Executive Director, Houston Office
Job Description (including hours and responsibilities)	<p>The Tahirih Justice Center is a national, non-profit organization that supports immigrant women and girls seeking safety and justice. Our holistic, interdisciplinary model for service combines free legal and social services with bridge-building policy advocacy, and research-based training and education. We amplify the voices of survivors in communities, courts, and Congress to create a world where women and girls enjoy equality and live in safety and with dignity. Tahirih's 120 employees work from offices in the DC Metro Area, Baltimore, Houston, Atlanta, and the San Francisco Bay Area. The Houston Office opened in 2009 to serve immigrant women and girls fleeing violence in the Greater Houston- Galveston area. The team of 25 provides legal and social services; conducts robust local advocacy and community engagement; and provides expansive training, education, and technical assistance on both the regional and national levels. To learn more about Tahirih Justice Center and its work in Houston, please visit: https://www.tahirih.org/. Tahirih is seeking a new Executive Director for the Houston Office to lead in the management, growth and financial sustainability of the program office, and represent the organization externally. The Executive Director will join an exceptional national leadership team and lead and nurture a highly talented regional team in: providing critical legal and social services to immigrant women and girls fleeing violence; developing and executing a regional advocacy strategy for policies supporting the community Tahirih serves; collaboratively raising approximately \$4 million annually</p>

	<p>and managing a \$3 million regional budget; and actively representing Tahirih in the communities it serves. This is a highly visible, public-facing role. The ideal candidate will have experience leading teams in social services and legal advocacy or a related field and will be a proven senior manager with the public communication skills to nurture and build external coalitions and funding partnerships, and the interpersonal communication skills to drive cohesion and alignment internally. The preferred candidate will be skilled in translating the vision of the national organization to the unique context of Texas and empowering the Houston team to execute programs that create lasting impact for women and girls in the region. The ideal candidate has a nuanced equity lens that informs strategy, funding relationships, programming and management. For a detailed position description, visit: https://nonprofitprofessionals.com/additional-searches/tjc-edh</p>
Job Location	Houston, TX
Salary Range	\$120,000 - \$130,000 per year
Qualifications	<p>Requirements While no one person will embody all of the qualities enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes and experiences: Sincere commitment to equity and inclusion, social justice and dismantling individual and systemic violence against women and immigrants; At least 10 years of relevant non-profit operations, development, social work and/or immigration law experience, including five+ years in an executive management role in a community nonprofit organization, government agency, or similar organization; Proven track record in fundraising across multiple disciplines and varied income streams, with a commitment to incorporating an organizational culture of philanthropy; Interpersonal skills to handle sensitive and confidential situations with both internal and external customers; demonstrated ability to maintain poise, tact, and diplomacy; Demonstrated experience building authentic and effective partnerships and coalitions among organizations and activists working at all levels, from the grassroots to the national level, including the ability to work effectively with a broad range of stakeholders by building trust, buy-in, and effective, authentic</p>

relationships; Experience serving as an organizational spokesperson for media, with policymakers, at conferences, and other highly visible opportunities; Senior level management experience with a demonstrated ability to implement and align diverse programs, and manage and mentor highly intelligent, talented, and dedicated team members, including managing conflict and providing consistent constructive feedback in a timely manner; Demonstrated ability to think innovatively and execute creative problem solving, strategic thinking, and analytical skills; an exceptional ability to build relationships across lines of difference, forge consensus, and resolve conflict; Experience supporting survivors of violence and trauma and those from diverse cultural backgrounds; Personal and demonstrated commitment to anti-racist leadership, education, and personal growth; • Strong project management skills and exemplary time management and prioritization skills; Strong financial literacy and experience managing multi-million dollar program budgets; Nimble across disciplines and subjects related to Tahirih's mission, particularly social justice issues related to migrant, gender, and racial justice; Knowledge, appreciation, and commitment to staying abreast of immigration issues on the local, state and national levels; Strong emotional intelligence and self-motivation, with the ability to lead with and foster an environment and culture that generates constructive problem-solving, transparent communication, flexibility, and a "can-do" attitude, with candor, respect, and good humor; Demonstrated experience leading sustainable processes of growth and expansion and building teams to develop and implement tactical plans to fulfill a broader vision or mission; Demonstrated commitment to Tahirih's values: <https://www.tahirih.org/about-us/>; Bilingual or multi-lingual, a plus; and Ability to participate in travel as needed and as appropriate. Annual salary and benefits: The salary range for this role is expected to be \$120,000-\$130,000 per year, with actual salary commensurate with experience. Generous benefits include fully paid employee health, vision and dental insurance; a 401(k) defined contribution retirement plan; flexible work schedules; professional development including in-house training programs, staff enrichment retreats and other growth opportunities. Employees have a generous self-managed leave benefit inclusive of vacation,

	sick and holidays, including office closure the week between Christmas and New Year's.
Link to application web site (if applicable)	https://nonprofitprofessionals.com/additional-searches/tjc-edh
Application Contact Name	Abiot Zegeye
Phone	5712826163
Email	abiotz@tahirih.org