

*This search ended in April, 2008, with the appointment of Tamara Smith,
president and CEO of Chartered Health Plan.*

Job Announcement

**YWCA National Capital Area
Executive Director
(Washington, DC)**

(Posted: February, 2008)

The YWCA National Capital Area, based in Washington, DC, has retained Slesinger Management Services to recruit a seasoned leader and manager to serve as executive director. This is an exceptional opportunity for an individual with fundraising, program development, and other management and leadership skills to strengthen a community-based nonprofit with a proud history that anticipates and welcomes significant change over the next few years. Applications will be accepted until this position is filled.

The Organization

The YWCA National Capital Area is a nonprofit organization whose mission is to eliminate racism and empower women and their families through career education and training, health and wellness, and childcare and youth development programs that foster independence, economic stability, and overall well-being.

The YWCA is best known for its fitness and aquatics center at 9th and G Streets, NW, in Washington, DC, which attracts a diverse membership. In addition, the YWCA runs a child-care center in Vienna, Virginia, that offers reduced fees to low-income families; and Washington Area Women in the Trades (WAWIT), a program launched in 2007 to provide employment training to low-income women.

The YWCA National Capital Area was founded in 1905. It is a self-governing member of the YWCA USA and the only affiliate in the Washington, DC, metropolitan area. It has a staff of 55; its operating budget in FY2008 is approximately \$8 million. Funding comes primarily from program service fees; contributions from foundations, corporations, and individuals; rental income from tenants in the 9th Street building that the YWCA owns but does not fully occupy; and investment income from an endowment currently worth about \$10 million.

It is governed by a board of directors made up of 21 women with diverse backgrounds in business, education, nonprofit management, and other fields. The executive director for the past ten years announced recently that she will step down in June, 2008.

To learn more about the YWCA National Capital Area, please see www.YWCAnca.org.

Principal Responsibilities of the Executive Director

The overriding responsibility of the executive director will be to work with the board to define the best ways the YWCA can carry out its important mission over the next five to ten years. In particular, the executive director will be responsible for working with the board and staff to create a new strategic plan that will guide the organization's work and then to implement that plan through effective day-to-day management.

Key responsibilities will include:

1. Creating and carrying out programs consistent with the new strategic plan and tangible, measurable strategic goals.
2. Raising money from a variety of sources, including grants and contributions from foundations, corporations, individuals, and government agencies; and income-generating activities.
3. Increasing the visibility and public awareness of the organization's role in promoting social justice and creating opportunities for women's growth, leadership, and power.

Desired Skills and Personal Characteristics

To be successful, the executive director should be:

1. Passionate about the YWCA's mission, demonstrated through relevant experience and knowledge.
2. A successful fundraiser, especially in the Washington, DC, metropolitan area, with a track record that includes having secured grants and contributions from foundations, corporations, individuals, and government agencies.
3. Experienced in creating and building programs, including those that generate revenue and can be self-sustaining.
4. Committed to rigorous program assessment that is based on relevant criteria including measurable results.
5. An excellent communicator who can establish credibility with donors, business groups, government officials, and the media.
6. Capable of both thinking strategically and putting together detailed operating plans to turn good ideas into well-executed activities.
7. Knowledgeable about the effective management of mission-driven, community-based nonprofit organizations, including program development, financial management, and board development.
8. A skilled leader of people, especially able to attract, develop, and retain a first-class staff.
9. Able to develop a strong working relationship with a board of directors made up of diverse individuals dedicated to the success of the organization.

Desired Experience

The ideal executive director will have at least ten years of broad-based senior management experience, ideally at organizations (nonprofit, for-profit, or public sector) that have budgets greater than \$5 million.

Compensation

Salary will be commensurate with experience and qualifications. Compensation also includes a comprehensive benefits package.

To Apply

Please **e-mail** 1) cover letter that explains why you're interested and qualified, 2) resume, and 3) three-year salary history (which will be held in strict confidence) to:

Larry Slesinger, Founder and CEO

Slesinger Management Services

301-320-0680

E-mail: Larry@SlesingerManagement.com

(please include "YWCA" in subject line; attached files in Microsoft Word or PDF only)

All applications will be acknowledged promptly.

(This job announcement can also be found at www.SlesingerManagement.com.)

The YWCA National Capital Area is an Equal Opportunity Employer.