



Virginia Sexual and Domestic Violence
ACTION ALLIANCE

JOIN OUR TEAM!

COALITION DEVELOPMENT DIRECTOR

Does it make your heart sing to connect more and more people to the work of promoting justice—especially gender justice and racial justice? As you share on social media, do you consider how to bring both compassion and accountability to current political debates? Do you trust that there is enough time and enough resources for those of us who are trying to make the world a better place to accomplish the things that are truly priorities to us? Are you willing to take risks, to be brave?

The Virginia Sexual and Domestic Violence Action Alliance (Action Alliance) is seeking a full-time Coalition Development Director to advance our statewide advocacy, organizing and education to end sexual violence and intimate partner violence. The Coalition Development Director will strategically guide the expansion of outreach and fundraising as a leader within an Outreach and Development team supported by both executive staff and membership volunteers.

Why Seek this Position at the Action Alliance?

The Action Alliances seeks a radically hopeful future where relationships, families and communities are healthy, equitable and joyful for everyone. We are working today and every day to make this future possible by advancing social justice, healthy relationships and healthy sexuality. If this inspires you, consider becoming part of our team!

The Action Alliance team includes an engaged Governing Body dedicated to effective leadership in service of our vision, an active Membership of more than 60 community sexual and domestic violence agencies plus a strong core of individual Lifetime Members who offer steady and strategic support to the organization, and an accomplished and dynamic group of paid and volunteer staff who are recognized as innovators as well as collaborators in the work to end sexual and domestic violence. If the opportunity to be a part of an established and dedicated team appeals to you, we'd love to hear from you!

The Action Alliance also poses a unique challenge for experienced development professionals. As a non-profit agency with a far-reaching vision and mission, we are seeking to balance our reliance on government grants and contracts with strong support from the private sector. Expansion of private sector funding ideally would follow the model we have established for public funding—increasing resources for our member SDVAs as we also increase resources for our statewide intervention and prevention strategies. If the challenge of moving beyond a competitive environment into a fund development model that “lifts all boats” sounds like something you would love to tackle, we hope you will apply!

What is the Job?

It is about 20% Communications

- with the public, with members, with partners, with policy leaders and with the media;
- using a variety of tools including print, email, social media and public speaking;
- applying design and language skills to maximize impact; so that people
- connect, join, take action and give.

It is about 20% Membership Development

- with individuals and organizations connected to our work;
- building benefits that simplify their engagement and action;
- understanding and promoting member activities; so that
- we move in alignment as a strong coalition.

It is about 20% Donor Relationships

- with individuals, associations, groups, businesses and foundations;
- identifying connections and shared purposes;
- soliciting gifts, reporting on impact, and cultivating gratitude; so that
- diverse private sector investment forms a strong platform for our work.

It is about 20% Special Events and Marketing

- with a wide variety of staff and volunteers who are engaged in event and product development;
- coordinating activities and timelines and inventories and vendors;
- offering exciting opportunities that are clearly linked to our mission; so that
- people have opportunities to connect, grow, benefit, and celebrate together on our journey.

It is about 20% Planning and Agency Leadership

- with other leaders and with your team;
- managing tools like databases and social media platforms and websites;
- thinking strategically about the connections across projects and across time; so that outreach and development efforts seamlessly become part of our agency-wide work.

Who Are We Looking For?

We are looking for a person who exudes passion for development work as a vital link to building a better world.

We are looking for someone who demonstrates outstanding communication skills—on paper, in the media and in person.

We are looking for someone who brings energy and positivity to the spaces in which they work.

We are looking for someone who has experience with most of the kinds of activities that are part of the job; someone who is equally comfortable troubleshooting a membership database or sitting down to lunch with a potential donor.

We are looking for someone whose lived experience has developed their sense of the importance of working together to advance social justice, healthy relationships and healthy sexuality.

Other Things You Need to Know

The work environment at the Action Alliance requires a high level of personal responsibility—for managing your work, reflecting on interpersonal dynamics, and understanding how oppression and intersectionality shows up in our workspace and our lives.

We have a deep commitment to diversity within the staff—you will be working with folks across generations, from many different racial and ethnic backgrounds, and people who identify across the gender and sexual orientation spectrums. We are an equal opportunity employer.

We talk about sexual violence and intimate partner violence A LOT in our workspace. We are genuinely seeking to understand and model healthy relationships and healthy sexuality, so we talk about that A LOT as well.

Our office is located in Richmond, Virginia. All staff have a designated work space in the office and also have the option to negotiate within their teams for a mutually agreeable schedule of working from home.

This position will require regular statewide travel and periodic national travel. The agency leases cars that are available to staff with valid driver's licenses for statewide and nearby national travel.

The Action Alliance is currently using Salsa as our member/donor/friend database. Our web-site (www.vsdvalliance.org) is currently being re-designed and the new site is expected to launch in the first quarter of 2019. You can find us on Facebook, and we also have a blog on Wordpress (www.AllianceinAction.org).

The starting salary range for this position ranges from \$58k to \$65k. If you have some of the experience that we are seeking, but also have some gaps, we are most likely to make an offer between \$58 and \$60. If you have all experience with all of the types of activities included in the description of the job duties and you wow us in the interview, we will most likely offer \$65k. If you are not able to accept a salary within that range, thank you for considering us, but please do not apply. Our commitment to pay equity across the agency restricts our ability to offer starting salaries outside of the advertised range.

The benefits package includes health, dental, vision, disability and life insurance, an optional flexible savings account for health or dependent care expenses, and a retirement benefit for employees who have completed two years at the agency. We offer flexibility in the work day, generous leave, and other types of workplace support.

How to Apply

Your application is your first chance to convince us that you are the “practically perfect” person for this job! We would love to see a unique cover “letter” and description of your experience that helps us to see the scope of your experience and your skills.

Please include a writing sample and a design sample that will give us a sense of your talents. These can be print materials or they can be links to materials that you have created that are on-line.

Finally, please tell us how you are connected to the Action Alliance. Are you a friend of a member? Someone who has followed us on social media? Working in a partner agency? New to the Action Alliance and wondering how it is you never heard of us (and thinking about how you are going to fix that as the Coalition Development Director!)

Send applications to: Linda Winston, Assistant to the Executive Director, 1118 West Main Street, Richmond VA 23220 or lwinston@vsdvalliance.org

Please apply by January 31.