

Job Title:	Executive Director	Job Category:	Leadership
Department/Group:	Executive Team	Travel Required:	Yes
Location:	Rochester, MN	Position Type:	.8 FTE to 1.0 FTE
Salary: Benefits:	\$40,000-\$50,000 Starting Paid holidays Paid vacation Paid self-care days	Application Deadline:	Please send Cover Letter and Resume' to Search Committee at search@mission21mn.org Timelines: Position opened until filled
Supervisor/Director:	Board President	Reports to:	Board of Directors

Company Details: About Mission 21

In 2010, Mission 21 was founded to fill a need in our community to serve youth survivors of sex trafficking and their families. We provide innovative and exciting programs that are grounded in youth development and trauma-informed care.

Throughout the years, Mission 21 has been at the forefront of the movement to end sex trafficking of children. In 2011, we helped write the recommendations for the No Wrong Door model that helped pass Safe Harbor in the state of Minnesota and developed a specialized foster care model for sexually exploited youth - one of the first of its kind in the country.

We are a team of passionate youth advocates and social activists. Our organization has educated thousands of people throughout the United States on the issue of sex trafficking through our community education and training programs.

Mission 21 is a Christian faith-based organization. We do not require any sort of religious belief from participants in our program, but offer spiritual components as an option on a case-by-case basis.

Our Mission

Our Mission is to provide resources and restoration services to child victims of sex trafficking. We assist victims of sexual exploitation so that they will be restored mentally and spiritually and re-enter society as survivors.

Our Vision is to turn every victim of sex trafficking into a survivor.

We do this by:

- Giving our clients access to a network of service providers who will meet their medical, legal, and social needs.
- Restoring victims spiritually through prayer and worship, art, music, writing, and sport in a safe and loving environment.
- Empowering survivors and other advocates to end modern-day slavery by raising awareness so our services will no longer be needed.

Our Statement of Faith

We Believe...

...that there is nothing better than knowing Jesus.

...that the Bible is the uniquely inspired Word of God.

...that Jesus Christ was, is, and will continue to be eternal God the Son.

...that all have sinned and are separated from God.

...that man's only hope is the sacrificial death and resurrection of Jesus.

Job Description

Position

Reporting to the Board of Directors, the Executive Director (ED) will have overall strategic and operational responsibility for MISSION 21's staff, programs, expansion, and execution of its mission. S/he will initially develop deep knowledge of field, core programs, operations, and business plans.

Ideal Candidate

In concert with Mission 21's (M21) Vision, Mission, Values and Faith Statement, the Executive Director will effectively lead and manage the operation in a manner consistent with these priorities. The Executive Director will shape, promote and implement growth strategies through visionary, spiritual leadership, and will oversee all aspects of the organization.

Mission 21 is searching for an excellent leader to succeed the founder and current executive director. Our ideal candidate would share our statement of faith and continue to learn and grow in Christ while leading others. Our ideal candidate would demonstrate a passion for ending sex trafficking and an enthusiasm for advocating for adolescent youth and their families. In addition, ideal candidates would have strong oral and written communication skills and be comfortable with fundraising, grant writing and public speaking. This leadership position requires an individual who values teamwork, team building and continual professional development.

The following responsibilities and qualifications are desired but not required to fill this position.

Responsibilities

Leadership & Management:

- Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; recommend timelines and resources needed to achieve the strategic goals
- Actively engage and energize MISSION 21 volunteers, board members, event committees, alumni, partnering organizations, and funders
- Develop, maintain, and support a strong Board of Directors: serve as ex-officio of each committee, seek and build board involvement with strategic direction for both ongoing local operations
- Lead, coach, develop, and retain MISSION 21's high-performance senior management team Ensure effective systems to track scaling progress, and regularly evaluate program components, so as to measure successes that can be effectively communicated to the board, funders, and other constituents

Fundraising & Communications:

- Execute funding plan
- Expand local revenue generating and fundraising activities to support existing program operations and regional expansion while simultaneously retiring building debt
- Deepen and refine all aspects of communications—from web presence to external relations with the goal of creating a stronger brand
- Use external presence and relationships to garner new opportunities

Strategic Planning & Policy:

- Begin to build partnerships in new markets, establishing relationships with the funders, and political and community leaders at each expansion site
- Be an external local and national presence that publishes and communicates program results with an emphasis on the successes of the local program as a model for regional and national replication
- Represent Mission 21 on state and national task forces, committees and workgroups

Qualifications

The ED will be thoroughly committed to MISSION 21 Nonprofit's mission. All candidates should have proven leadership, coaching, and relationship management experience. Concrete demonstrable experience and other qualifications include:

- Track record of effectively leading a regional and/or national outcomes-based organization and staff; ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth.
- Unwavering commitment to quality programs and data-driven program evaluation
- Excellence in organizational management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget
- Past success working with a Board of Directors with the ability to cultivate existing board member relationships
- Preference would be given to an advanced degree, ideally an MBA, or someone with at least 5 years in management experience.

Preferred Knowledge/ Skills

- Knowledge of issues related to minor sex trafficking and gender-based violence, comprehensive programming, child welfare, and court systems
- Proven experience providing 1:1 and group supports and/or programming within a shelter or other youth setting
- Knowledge of supportive housing program and services
- Strong marketing, public relations, and fundraising experience with the ability to engage a wide range of stakeholders and cultures
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed