



EXECUTIVE DIRECTOR

Job Description | July 2019

OVERVIEW

Free the Slaves (FTS) was founded in 2000. Both a pioneer and leader in the field, FTS is a not-for-profit development and human rights advocacy organization whose mission is to end slavery worldwide by liberating the enslaved and changing the conditions that allow slavery to exist.

FTS works in communities around the world affected by slavery in its many forms. FTS works collaboratively with grassroots organizations seeking to disrupt conditions enabling slavery, and jointly monitors and evaluates the impact of its programs on people and communities. Through its rigorous monitoring and evaluation, FTS collects data to better understand this evolving problem and to test the effectiveness of proposed solutions. FTS analysis and findings are then used to educate policymakers and the broader public on the essential actions necessary to end slavery. FTS records and shares the stories of contemporary slavery with people in power. It advocates for reform and better strategies from government, corporations and allied organizations, and for the enforcement of existing laws and regulations. Finally, FTS serves a vital role as a convener of the anti-slavery movement, leading important pan-movement activities and forums.

Headquartered in Washington, D.C., with programs in the Dominican Republic, Ghana, Haiti, India and Nepal, FTS has an annual operating budget of \$2.5M, a talented and dedicated staff, and an experienced and supportive board of directors.

For more information, see: www.freetheslaves.net.

LEADERSHIP TRANSITION

The next executive director will take over an organization with a strong track record of effective programming and advocacy at a moment of complexity and transition, both for FTS and the broader global anti-slavery movement. Our former executive director, who ran the organization with great energy and much success, has recently retired. During his tenure, FTS staff sustained the organization's longstanding reputation as a thought leader and coalition builder within an increasingly crowded anti-slavery field and movement, while strengthening the organization's ongoing commitment to

monitoring and evaluation, policy advocacy, and grassroots liberation work with diverse partners in the field.

FTS has a deeply engaged board of directors — diverse in experience, identity and expertise — playing a critical role with fiduciary and operational oversight during this period of leadership transition and organizational change. To help with this work, the board has retained the services of a strategic managing consultant while it conducts a global search for a new executive director to lead the organization into its third decade.

ROLE AND RESPONSIBILITIES

Reporting to the board chair and board of directors, the executive director will have overall responsibility for the planning, implementation and management of all FTS programs and operations. Serving as an advisor to the board, the executive director can expect the active involvement and support of its members. This person will be accountable to the board for ensuring the health and strength of the organization's programmatic and advocacy work, fiscal standing with respect to both budget and development, and stakeholder relationships, including staff, donors and movement partners. During the first year, the new executive director will work closely with the board, management team and staff to complete and implement a new strategic vision for the next decade of FTS. Moving forward, this person will be the moral guardian and public spokesperson for the organization, leading the pursuit of this vision with integrity, empathy, transparency and equity in all settings.

QUALIFICATIONS

FTS is seeking an executive director who has a demonstrated commitment to a more just and democratic world, who will inspire a broad-based, deeply felt commitment to the advancement of FTS' mission, and who will manage and lead the organization in ways congruent with this approach. Strong leadership, management, communication, fundraising, decision-making, and interpersonal skills are critical to success in this position. The successful candidate should have the proven ability to encourage teamwork and collaboration among many individuals and organizations.

The executive director will be a leader with extraordinary vision who is able to realize that vision through a rich interaction with the board, staff, coalition members, volunteers, and those who support the organization, historically and in the future. The executive director must have a set of values consistent with a culture that is based upon mutual respect and camaraderie, considerable staff-level stewardship of the organization's work, high ethical standards, and a passion to make a difference in the world.

The executive director must have the skill to ensure that FTS' programs are responsive to the dynamic, changing needs of those they serve, and that the methods and resources employed reflect best practices. The ideal candidate will have experience working with policy issues central to the

organization and will be able to explain such issues clearly and effectively to the media, government agencies, lawmakers, nonprofit organizations, research institutions and those working in philanthropic circles. We are also seeking candidates with a demonstrated record of success and experience working internationally, as well as a strong record of managing projects, programs and personnel across different countries and cultures. Periodic overseas travel to field programs is a requirement of the job. A minimum of ten years of experience in a senior leadership role, preferably within the antislavery field, is expected. An advanced degree in development, management, law, public policy or other related disciplines is preferred. Candidates must be legally authorized to work inside of the United States.

Desired skills and commitments include:

- **Leadership:** Commands respect for his or her accomplishments. Is well connected and has extensive experience working with nonprofit organizations, government, policymaking and grant making institutions and leaders at the national and international level. Can inspire others.
- **Commitment:** Demonstrates a personal commitment to social and economic justice and human rights. Has a tough skin, the capacity for resilience, and the ability to stick to a plan and push it through to completion.
- **Vision:** Has a clear vision for advancing opportunities to combat and eradicate slavery, and for using the resources of the board, staff, funders, policymakers, citizens, activists and the media to realize this vision.
- **Creativity:** Is a visionary thinker, with a history of creative and innovative contributions to an active citizenry and just world.
- **Fundraising:** Fulfills the role of lead fundraiser for the organization, and will design and implement the optimal means for the board and staff to support and contribute to these efforts. A person with a proven track record of creative and effective fundraising is crucial.
- **Communication:** Demonstrates unusually strong communication skills and, when appropriate, directs and inspires board leaders and program directors to effectively represent the organization in their areas of expertise. With guidance from FTS programs staff, the new executive director will be responsible for understanding and affirming the work of overseas staff members and partners in other countries.
- **Management:** Possesses a proven track record managing staff, finances and a complex organization in a democratic and inclusive manner. Has a proven ability to attract, develop, and sustain outstanding and diverse talent.
- **Knowledge:** Has a sophisticated understanding of the nonprofit, government and corporate

sectors, and the role they play in human rights, development, social justice and public policy issues confronting contemporary society in diverse cultures.

- **Diversity:** Is culturally competent and conversant, embraces diversity of all kinds, and has a demonstrated track record of developing and promoting diversity in the workplace, and of collaborating effectively with people from varied international cultures. Fluency in multiple languages (particularly French, Spanish and/or Haitian Creole) is a plus.

APPLICATION

Free the Slaves is an equal opportunity, affirmative action employer. All candidates will be evaluated on merit, without regard to age, race, color, religion, sex, national origin, sexual orientation, disability or veteran status. Applications will be considered in confidence on a rolling basis, **beginning immediately, but with a final deadline of 5 p.m. ET on Friday, July 19, 2019.** Interested candidates should submit a resume, cover letter and contact information for three references (including at least one from the antislavery field) to Carolyn Long and Timothy Patrick McCarthy, search co-chairs, at: FTSEDSearch@gmail.com.