

REST

CHIEF EXECUTIVE OFFICER (CEO)



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THE ORGANIZATION

Fueled by an unwavering belief that everyone is worthy of love and deserves to live a life without exploitation, REST exists to expand pathways to freedom, safety, and hope to end sex trafficking. The work of REST began in 2009 on the streets of Seattle, building relationships with people involved in the sex trade, the majority of whom were being trafficked. The objective was to build trust, ask what they needed, and make sure they received it. If what they needed didn't exist or didn't work, REST committed to building it. At the time there were very few services designed to meet the unique needs of survivors of trafficking, so REST spent the next decade building out what would become one of the largest continuums of services designed by and dedicated for victims and survivors of sex trafficking in the United States. Over 600 individuals engage with REST each year, and more than 400 of them enroll in one or more of REST's services like emergency shelter, community-based advocacy, behavioral health, economic empowerment, transitional housing, or permanent housing.

Today, REST is seen as a leader in the anti-trafficking field, known for prioritizing survivor-informed, person-centered, and strengths-based services for survivors of all ages and all genders. Headquartered in Seattle with a \$4.2M budget and 33 employees, REST is preparing to multiply their impact by building capacity with other direct service providers across the country, strengthening the teams who are providing critical services, and partnering on innovative and high-impact projects to help end sex trafficking.

REST is a faith-based organization comprised of people from diverse backgrounds who are passionate about the organization's mission of providing unconditional care, focusing on relationships, recognizing strengths, minimizing barriers, and walking with their clients on their journey to freedom. As such, the incoming Chief Executive Officer (CEO) should be a person of faith who is comfortable encouraging others in their faith journeys. However, REST doesn't require faith engagement from anyone it serves, and instead, simply aims to offer a healing and restorative environment for survivors. To learn more about REST's statement of faith [click here](#).



THE POSITION

Sensing the time is right to expand the organization and its efforts, REST is seeking their next Chief Executive Officer (CEO) who understands and champions REST's vision/mission and can help write the next chapter of their growth story. While no two days will look alike, the CEO should expect to lead in the following areas:

ORGANIZATIONAL LEADERSHIP, MANAGEMENT, AND EXECUTION

- Work collaboratively with organizational leaders to assess community needs, create long-term strategies, set performance benchmarks, and develop new opportunities to make a greater impact.
- Effectively mentor staff, celebrating successes while creatively supporting staff members in personal and professional development.
- Foster an environment and culture of organizational performance where everyone understands what they are responsible for, and how to execute.
- Lead the implementation and evolution of REST's 2024-2029 strategic plan.

FINANCIAL AND BUSINESS OPERATIONS:

- Partner with the Director of Operations & Human Resources to evaluate existing systems and processes with an eye towards greater efficiency, transparency, and collaboration and lead the implementation of measured improvements.
- Work collaboratively with the Director of Finance and Board of Directors to ensure REST has adequate financial resources to fulfill its purpose, mission, goals, and strategies, and meet short and long-term financial obligations.
- Develop and present an annual budget to be approved by the Board of Directors.



EXTERNAL RELATIONS:

- Raise REST's visibility and broaden its base of support as the primary ambassador of the organization.
- In partnership with the Development and Marketing teams, maximize all forms of revenue and support to advance the organization's priorities.
- Utilizing the Principles of Care and with a trauma-informed lens, develop strategies to amplify the voices and experience of survivors.
- Develop high-impact multi-sector partnerships with for-profit corporations, funders, service groups, mission-aligned nonprofits, and the faith community.

GOVERNANCE AND BOARD RELATIONS:

- Work in close partnership with the Board of Directors and the leadership team to preserve and promote the organization and its impact.
- Foster a board culture where all members are actively engaged, supported, and equipped to fulfill their responsibilities and serve as ambassadors of REST's work.
- Ensuring all board members are informed of relevant trends, potentially damaging activities, anticipated adverse media coverage or legal actions, and/or any material changes in staffing, funding, or programs bridging the gap between the Board and day-to-day operations of REST.



WHAT YOU BRING

REST is committed to expanding a diverse, equitable, accessible, and inclusive organization and is investing in promoting a team with a wide variety of backgrounds, identities, languages, cultural ways of knowing, and life experiences. If you meet some of the key requirements below, and you are passionate about our mission and ending trafficking, we encourage you to apply. Candidates will be evaluated on the full range of their lived and learned experience and core competencies, including:

- Deep commitment to a positive, accessible, inclusive, and equitable experience for REST's employees and clients that honors a person's experience and strengths.
- Empathy, curiosity, deep listening, and high emotional intelligence.
- A highly effective operations and administration leader who has experience developing annual plans, budgets, forecasts, and effective means of measuring success; a leader who is oriented to getting results and making progress.
- Skilled manager and delegator who can lead through others, effectively develop and empower leaders, and create a culture of recognition, warmth, and celebration.
- Experienced in inspiring a workforce by helping each employee and volunteer to understand how they are individually contributing to the success of REST's mission.
- Ability to identify and seek out high-impact opportunities in alignment with REST's mission and vision.
- Practical problem solver who can help senior leaders dig into details without getting overwhelmed or stuck.
- Bridge-builder and effective communicator with a track record of bringing people together around a shared cause.
- Demonstrated ability to successfully build and manage a portfolio of major donors.
- Able to model REST's organizational values and statement of faith and holds the organization accountable for living its values.



OTHER SKILLS & ATTRIBUTES:

- Welcoming
- Gracious toward all kinds of people and perspectives
- Balance empowerment with managing performance
- Business acumen
- Engaging storytelling
- High EQ
- Direct, open, transparent communication



COMPENSATION AND BENEFITS

TO BE CONSIDERED

The salary range is set at **\$150,000 - \$175,000** per year plus a comprehensive benefits package, including: 12 paid holidays, 2 weeks annual paid vacation, accrue 10 sick and safe leave per year, one hour of comp time for each hour over 40 in a week, 1 paid mental health hour per week, REST sponsored 403(b) plan, 100% Employer paid medical, dental, and vision benefits for employee; coverage paid for by employee for eligible dependents.

This role will remain open until filled. Candidate materials are reviewed on an ongoing basis and applications are welcome until **April 19, 2024**. To be considered, please submit a resume and cover letter (two pages or less) addressed to Board President, Brent Turner, as soon as possible at: <https://valtasgroup.hire.trakstar.com/jobs/fk0v2t1/>

You may direct questions to Ed Rogan at ed@valtasgroup.com - 206.697.8428 or Chris Cannon at chris@valtasgroup.com - 206.899.7289.





ABOUT VALTAS GROUP

We are proud of our work as [Interim Executive Directors](#), supporting our clients in times of transition. Our deep experience helps organizations navigate uncertainty during leadership change. We [lead the search process](#) in [partnership with the board](#) and staff leadership, as consultants for [recruiting and search](#) to support your organization as you identify the ideal Executive Director or leader for your future. We partner with board members and senior nonprofit leaders on a variety of strategic consulting assignments.

Valtas Group has a variety of comprehensive resources to guide your transition needs. [Contact us](#) to learn about our [executive interim and placement services](#) and keep your organization moving during any transition or major change.

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