



Executive Director (IowaCASA)

Iowa Coalition Against Sexual Assault (IowaCASA)
(Oversees IowaCASA, the National Sexual Assault Resource Sharing Project, and Legal Services for Survivors)

Summary

Iowa Coalition Against Sexual Assault (IowaCASA) seeks a Executive Director to lead a dynamic, multi-division organization committed to ending sexual violence and advancing justice, safety, and healing for all survivors. The Executive Director will oversee IowaCASA's statewide coalition, the National Sexual Assault Resource Sharing Project (RSP), and Legal Services for Survivors, ensuring these interconnected areas operate as one cohesive enterprise grounded in survivor-centered, trauma-informed, and anti-oppressive principles.

This is a pivotal moment for the movement to end sexual violence. As the organization navigates shifts in federal and state funding, the Executive Director will bring steady, visionary leadership to sustain operations, deepen impact, and strengthen the field nationwide.

Who We Are

The Iowa Coalition Against Sexual Assault (IowaCASA) unites people and organizations to build a society free from sexual violence. We provide advocacy, training, and legal services that empower survivors and strengthen community-based responses across Iowa and the nation. Through the Resource Sharing Project (RSP), we provide national technical assistance to strengthen coalitions and victim advocacy organizations. Our Legal Services for Survivors division provides direct legal representation and advocacy, ensuring access to justice for those most affected by violence and inequity.

Our approach is survivor-centered, trauma-informed, and rooted in equity. We work collaboratively across sectors and communities to ensure survivors and advocates have the tools, resources, and relationships needed to heal and thrive.

What You'll Do

Enterprise Leadership & Strategy

- Lead a multi-division organization encompassing IowaCASA's statewide coalition, the national RSP project, and the Legal Services for Survivors initiative.
- Integrate IowaCASA's mission and RSP's national perspective into a unified strategy that strengthens survivor-centered advocacy across rural, urban, and culturally specific communities.
- Partner with the Board of Directors to establish long-term strategic goals, organizational priorities, and develop accountability metrics.
- Drive organizational restructuring and alignment, ensuring efficiency, clarity of roles, and shared purpose across divisions.

Organizational Leadership & Operations

- Supervise senior leaders to prioritize collaboration across projects, joint learning, and shared strategies and visioning rather than separation of functions.
- Build and sustain trauma-informed systems that promote staff well-being, inclusivity, and professional growth.
- Strengthen infrastructure in HR, technology, and fiscal management to support effective mission delivery.

Financial Stewardship & Resource Development

- Oversee multi-million-dollar budgets across federal cooperative agreements, subawards, and philanthropic sources.
- Ensure compliance with 2 CFR 200 and Office of Violence Against Women requirements while diversifying funding and expanding unrestricted revenue.
- Partner with the Finance Director on budgeting, forecasting, and risk management.

Governance & Board Partnership

- Serve as the principal liaison to the Board of Directors, maintaining transparent communication and strong governance practices.
- Provide regular updates on strategic progress, financial health, and emerging challenges.
- Collaborate with the Board to uphold organizational values, produce sustainability, and ensure accountability.

Advocacy, Partnerships & External Relations

- Represent IowaCASA and RSP at state and national levels, with legislators, coalitions, funders, and community partners.
- Advance survivor-centered policies and strengthen coalitions across systems and sectors.
- Serve as the organization's chief spokesperson, embodying compassion, equity, and integrity.

Program Impact, Data & Learning

- Champion evaluation practices that are survivor-centered and data-informed.

- Establish transparent metrics that demonstrate the impact of our advocacy, technical assistance, and strategic litigation.
- Promote a culture of reflection, learning, and continuous improvement.

Keys to Success / Competencies

- Strategic & Systems Leadership: Visionary thinking with experience connecting advocacy, legal, and direct services.
- Operational Excellence: Proven fiscal and organizational management under complex funding structures.
- People & Culture: Commitment to anti-oppressive, trauma-informed, and inclusive leadership.
- Advocacy & Influence: Skilled coalition-builder with strong communication and public engagement abilities.
- Learning Orientation: Adaptable, reflective, and courageous in navigating uncertainty and growth.

Qualifications

- 10+ years of progressive leadership in nonprofit, coalition, or national technical assistance settings.
- Demonstrated success managing multi-division operations and federal cooperative agreements.
- Proven experience leading organizational transformation aligning diverse teams and functions.
- Advanced understanding of trauma-informed, survivor-centered, and anti-oppression frameworks.
- Experience in state or federal advocacy, systems change, or legal services preferred.
- Master's degree in nonprofit management, law, public administration, or related field (or equivalent experience).

Compensation and Work Environment

Salary: \$120,000 annually (non-negotiable to ensure equity), plus comprehensive benefits including health, dental, and life insurance; retirement; generous paid leave; and flexible hours.

Work Environment: Hybrid flexibility with required travel across Iowa and occasional national travel (approximately 3–5 days per month).

Location: Position requires regular in-person presence at the Des Moines office.

Our Values

We believe all survivors deserve safety, dignity, and justice. Our leadership is grounded in compassion, equity, inclusion, and accountability. We foster collaboration, innovation, and continuous learning to build a world free from sexual violence.

How to Apply

Position open until filled, with preference for applications received by November 16th, 2025. Official review will start on Monday, November 17th. Send a letter of interest, resume, and list of four (4) references to jobs@iowacasa.org with the subject line "Executive Director Application." We will not consider incomplete applications.

Process (subject to change)

1. Application submitted.
2. Phone/Zoom screening.
3. Panel Interview.
 - a. Additional interview and presentation with staff and stakeholders.
 - b. If selected, more information will be provided.
4. Reference Check.
5. Offer extended.