Willow International
Chief Executive Officer
Position Description

Willow International seeks a CEO who will build on the organization’s extraordinary success in ending the plague of human trafficking in Uganda. This experienced leader will advance the organization as a leader in the anti-trafficking field.

About Willow International

The mission of Willow International is to end human trafficking at its source: Uganda. Through survivor care, government reform, and global partnerships, Willow believes it can erase this plague and restore hope to millions of victims across the globe.

Human trafficking is one of the fastest growing and most profitable criminal industries in the world. Today, there are more than 40 million victims of human trafficking worldwide with exploiters earning more than $150 billion annually.

Mothers, daughters, sisters, sons, and fathers – innocent people – are sold and exploited so that these criminals can profit. Despite growing awareness of the issue, fewer than 1% of the victims are rescued.

Uganda is one of the epicenters for human trafficking: with high unemployment, civil instability, and one of the youngest populations in the world, traffickers promising lucrative jobs are easily able to prey on vulnerable victims.

Working collaboratively with the Ugandan Government, as well as local Ugandan and international organizations, Willow aids in the rescue of victims and restoration of survivors. Through its international partnerships, the organization provides legal aid to those in Willow’s care, disseminates information throughout Uganda, educates and advocates for the strengthening of the criminal justice system. Due to the success of its program, Willow remains the government’s top aftercare referral agency for victims of sex and labor trafficking.

Willow aids victims and partners with organizations working in five program areas:

- Advocacy
- Aftercare
- Partnership
- Prevention
- Rescue
The Opportunity

Reporting to the Board of Directors, the CEO will be responsible for leadership of the organization to include strategic planning, organizational development and management, fundraising, budgeting and fiscal management. The CEO will be a global influencer and thought leader, championing and shaping agendas surrounding human trafficking.

Key Responsibilities

**Strategy/Leadership/Management**

- Set and lead the strategy development for the organization, execute on the vision and align stakeholders to bring Willow International to its next stage of growth and impact.
- Lead the organization to increase the prioritization and financing of anti-trafficking efforts on a global scale, helping Willow International to grow in new and existing areas, deepen the impact of the services they deliver, and partner with governments and other implementers to continue to positively impact the victims and legislation.
- Support increasing the organization’s presence and partnerships to serve more individuals.
- Foster an organization that has at its core a culture of professional excellence, collaboration, respect and inclusiveness while nurturing and supporting all members of the team.
- Lead and implement a performance management and staff development process that optimizes capabilities of staff and addresses evolving needs of the organization, including performance appraisal, compensation and training.

**Development/Fundraising/External Relations**

- Working in partnership with the Founder and Managing Director of Programs and the Board, lead a strategy to expand Willow’s programs to increase its reach and impact.
- In partnership with the Founder and Managing Director of Programs, initiate, cultivate and maintain partnerships critical to Willow’s programmatic work and mission.
- Lead grant-writing and fundraising efforts from all sources.
- As an external ambassador of the organization, represent Willow International to external constituencies. This includes both formal and informal presentations such as making speeches and attending conferences and other meetings as necessary.

**Business Operations/Financial Management**

- Build and codify internal systems and infrastructure for scalable growth.
- Provide effective administration of Willow’s operations, including Finance, Development, Human Resources and Programs. Manage all staff and set annual goals, conduct performance evaluations annually, and set compensation.
- Oversee the fiscal integrity of the organization, including submitting to the Board a proposed annual budget and quarterly financial statements, which accurately reflect the financial condition of the organization.
- Provide strong fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintains a positive financial position.
**Measurement/Evaluation**

- Develop and implement measurement metrics to track success and impact of programs.
- Develop and implement a CRM platform to track all fundraising efforts and partner engagements.
- Develop and manage a dashboard as a tool to report to the Board, program staff, and funders on program progress.

**Board/Staff Relations**

- Provide timely and meaningful information to the Board of Directors to support the decisions on behalf of the organization.
- Partner with the Board and program staff on strategic planning efforts and oversee the implementation of strategic planning recommendations.
- Work collaboratively with the Board and program staff on program improvements, program expansion into new regions and countries.
- Work with the Board in developing and executing a Board member recruitment strategy to increase the fundraising capacity, racial diversity, and geographic representation of the Board.

**Experience and Qualifications**

The successful candidate will have:

- At least three years as an executive director or chief executive or five years in a senior management role of a nonprofit organization that is focused on human services.
- Experience in overseeing the financial health and scaling of an organization, exhibiting fiscal responsibility and sustainability.
- Demonstrated entrepreneurial success transforming and bringing initiatives or organizations to scale.
- Management experience, including cultivating talent and fostering a culture of collaboration.
- Experience in hiring, supervising, and growing a highly proficient, talented and diverse staff to support the vision of the organization.
- Desire to promote staff and volunteer development and education and assist program staff in relating their specialized work to the total program of the organization.
- Excellent communication skills as a public speaker and writer. Communicates with transparency, openness and integrity.
- Proven expertise in developing and managing budgets of similar or larger sizes.
- Experience working with and developing a board to shepherd an organization through a phase of growth and impact.
- Bachelor’s degree.
- Master’s degree and/or other graduate degree is preferred.

**Personal Attributes**

The successful candidate will demonstrate:

- A commitment to dignity and human rights.
- Ability to convey vision, inspire others toward the vision and develop a consensus-driven strategy.
- Execution strength – ability to make decisions and ensure things get done.
• Ability to share leadership of the organization and partner with the Board and the Founder and Managing Director of Programs and to set goals, track progress and assess effectiveness of the organization in meeting the mission.
• Ability to collaborate in an open and transparent manner with colleagues to achieve shared goals.
• Dynamic and inspiring communication skills. Excellent external communicator with ability to communicate passion for mission to funders, partners and stakeholders. Able to effectively build buy-in internally through engaging staff and board in vision and strategy-setting.
• Natural ability to understand what motivates others, how to find collaborative opportunities and how to foster a positive culture.
• A high degree of emotional intelligence and self-awareness.
• Cultural sensitivity and ability to connect with diverse communities.

How to Apply

If you are interested in applying or wish to nominate someone for this position, please send a cover letter and resume in confidence to search@blueridgeadvisorsllc.com.

Willow International strives to ensure that the organization is welcoming and inclusive. The organization does not discriminate as to gender, race, culture, ethnicity, sexual orientation, religious beliefs, social background, disability, pregnancy, marital status, political affiliation, or age. Willow strives to include persons from traditionally under-represented groups and complies with all applicable national and local laws pertaining to non-discrimination and equal opportunity.