



Position: Vice President of Freedom's Promise

Status: Full-time/Salary

Reports to: President of Freedom's Promise

Freedom's Promise is a Nashville-based non-profit working globally to bring freedom to the oppressed by demonstrating the love of Christ, preventing human trafficking and restoring communities.

Job Summary: The Vice President is a newly created position at Freedom's Promise to provide the strategic initiative and organizational leadership necessary to both guide and support the ambitious mission and growth of Freedom's Promise. He/She will work collaboratively with the President, the Board of Directors, and the Executive Team to ensure that all fiscal operations, fundraising, marketing, human resources, technology, and programmatic strategies are effectively implemented across all segments of the organization.

Essential Functions Include:

Leadership & Management

- Develop a deep knowledge of Freedom's Promise history, culture, staff, field operations, core programs and business plans to maintain, support and execute on its mission and values
- Provide direct management and support to the Executive Leadership Team, giving the necessary guidance, empowerment, and motivation for success
- Ensure the execution of the strategic plan is in alignment with the core mission in all areas of the organization and is consistently supported by budget and staff
- Actively engage, encourage, and energize Freedom's Promise staff and key stakeholders
- With the President, plan for the development and retention of the Executive Leadership Team, prioritizing individual growth in a healthy, high-functioning, collaborative environment while meeting organizational goals
- With the President, develop, maintain, and support a strong Board of Directors, serving as ex-officio of key committees and providing strategic support and direction
- With the Executive Leadership team, lead and support the ongoing growth and development of international programs with a focus of maintaining quality of services delivered and care and development of staff
- Model and maintain a high level of clear and respectful communication that will promote supportive working relationships throughout the organization

Infrastructure and Operations

- Evaluate all operations and infrastructure at a high level with the President to ensure the preservation of a healthy culture and the delivery of quality services in light of current and future growth

- Promote and ensure a standard of excellence in finance and administration, fundraising, communications, and all organizational systems
- Monitor the efficacy of all programs through rigorous program evaluation and data collection
- Support Executive Leadership Team in setting their department's strategic goals and managing their timelines
- Oversee the financial status of the organization to include developing long and short-range financial plans, monitoring the budget, ensuring sound financial controls, and setting financial priorities, ensuring a financially healthy and fully operational organization
- Ensure all HR programs and policies are clear, effective, legal and standardized across the organization; be responsible to execute these inclusive of payroll administration, employee records, performance reviews, and hiring and termination (with the President)
- Lead and facilitate cross-departmental collaboration to strengthen internal communications and create a positive work environment marked by organizational values and delivering on organizational goals
- Increase overall efficiency and consistency throughout the organization by developing and implementing standardized processes, programs, reporting, communication, and marketing

Development & Communications:

- Work with the Director of Development, the President, and the Board of Directors to expand revenue-generating and fundraising activities to support existing and future operations
- With the Director of Development, execute long-term strategic revenue goals and support the planning of fundraising efforts including events
- Support and guide the Director of Development and Board committee in any organizational capital campaigns
- Execute strategic goals and initiatives with the Executive Leadership Team for all aspects of external communication to create and support the brand and mission of Freedom's Promise
- Guide and support the Communications Coordinator to execute on these initiatives to ensure a strong web presence, powerful development communications, effective newsletters, and other strategic communications to be determined
- Ensure excellence and consistency in Communications by functioning as the director of communications--establishing timelines for production and approving all communication items before publishing

Working Conditions

Work is to be performed in the Freedom's Promise office and out in the community. Executive Staff should have access to the Vice President during the week whether in the office or off-site. A reliable vehicle is required for this position.

Experience:

- Minimum of 10 years senior management experience with a track record of effectively leading a regional or national outcomes-based team
- MBA preferred; other advanced degrees considered

- Proven success in strategic leadership, growth management, and process management
- Experience developing high-performance teams, setting and achieving strategic objectives, and managing a budget
- Experience creating, maintaining, and growing quality programs with data-driven program evaluation
- Background in developing and operationalizing strategies which have successfully resulted in demonstrable next-level growth
- Experience in leading from the “second chair”. This senior executive position must fully support the President and the Board and execute their agendas.
- Past success working with a Board of Directors with the ability to cultivate existing board member relationships
- Experience in marketing, public relations, or fundraising with the ability to engage a wide range of stakeholders and cultures

Qualities and Skills:

- Mature follower of Jesus Christ who is passionate about the mission of Freedom’s Promise
- Ability and inclination to spiritually mentor staff and embrace the spiritual culture of Freedom’s Promise
- Ability to work effectively in collaboration with diverse groups of people
- Demonstrate strong written and verbal communication skills with the ability to be a persuasive and clear communicator with large groups and individuals
- Positive, self-directed leadership orientation
- Willingness to travel and visit international programs
- Commitment and openness to give and receive encouraging and constructive feedback in real time
- An action-oriented, adaptable, and innovative approach to business planning