

POSITION PROFILE

Executive Director

Program for Torture Victims

Los Angeles, CA



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ABOUT PROGRAM FOR TORTURE VICTIMS

The Program for Torture Victims (PTV) is a non-profit 501(c)3 organization that rebuilds the lives of immigrant refugee survivors of torture and persecution from over 70 countries who have stood up for freedom, democracy, and human dignity. The first organization of its kind in the country, PTV has helped heal the wounds of thousands of refugees through holistic health and wellness programs, empowering them to reenter society, reclaim their identities, and work toward a new life in the United States.

California is the asylum capital of the Americas. Every year, more than 75,000 human rights activists, war survivors, ethnic and religious minorities, gang/cartel victims, LGBT survivors, and other displaced immigrants flee violence in their home countries to resettle in California. These refugees uproot their lives and disrupt community and family ties to seek freedom and safety.

Many arrive penniless having spent their life savings on a perilous journey to get to the U.S. Many are broken mentally and physically but aren't eligible for health coverage or other benefits. Many refugees struggle with a new language, the challenges of a new country, and the bureaucracy of its systems.

PTV restores the health and human dignity of survivors of human rights abuse, providing critical assistance to more than 400 refugees annually. As the pioneer in human rights abuse rehabilitation, we have developed an integrated and comprehensive approach that encompasses a full spectrum of needs. Committed to survivors' well-being and care, we have partnered with some of the region's leading health and legal service providers, including the Eisner Health Family Medicine Center, St. John's Well Child & Family Center, the Legal Aid Foundation of Los Angeles, Public Counsel, and the Los Angeles LGBT Center, among others.

PROGRAMS:

- Psychological Counseling
- Outpatient Medical Care
- Legal Support
- Complementary Therapies
- Social Services & Health Groups
- Public Education & Advocacy

LEARN MORE:

www.ptvla.org



THE OPPORTUNITY

Program for Torture Victims (PTV) is seeking an inspiring and inclusive Executive Director who has an authentic passion for the mission of the organization with a heartfelt commitment to the communities it serves. This is a phenomenal opportunity for a visionary, strategic, and hands-on leader to elevate the impact and growth of an organization that has served as a model in the community with an excellent reputation.

The Executive Director will oversee all operational and administrative functions of an organization with a budget of \$1.8M and or close to \$2M and will build and lead a team of passionate and committed professionals. This individual will collaborate with the Board and staff to develop strategies for implementing the organization's mission and vision through values-aligned partnerships, projects, and programs. This work will include building strong relationships with a variety of internal and external stakeholders while cultivating and sustaining relationships with refugee and asylee communities, centering and elevating the voices of those most impacted, and ensuring that PTV is informed, engaged, and responsive to community issues.

As the key spokesperson for the organization, the Executive Director will be responsible for overall strategic leadership, organizational management, and fundraising. They will increase PTV's influence as an organization, particularly through modernizing its approach with partnerships and increasing visibility. This humble and grounded leader will build a strong organizational infrastructure and people-first culture to stimulate continued growth and impact for PTV.

320

**Medical
Appointments**

1632

**Therapy
Appointments**

2326

**Case
Management
sessions**

47

**Foresic reports
Issued**

* services provided in 2021

CANDIDATE PROFILE

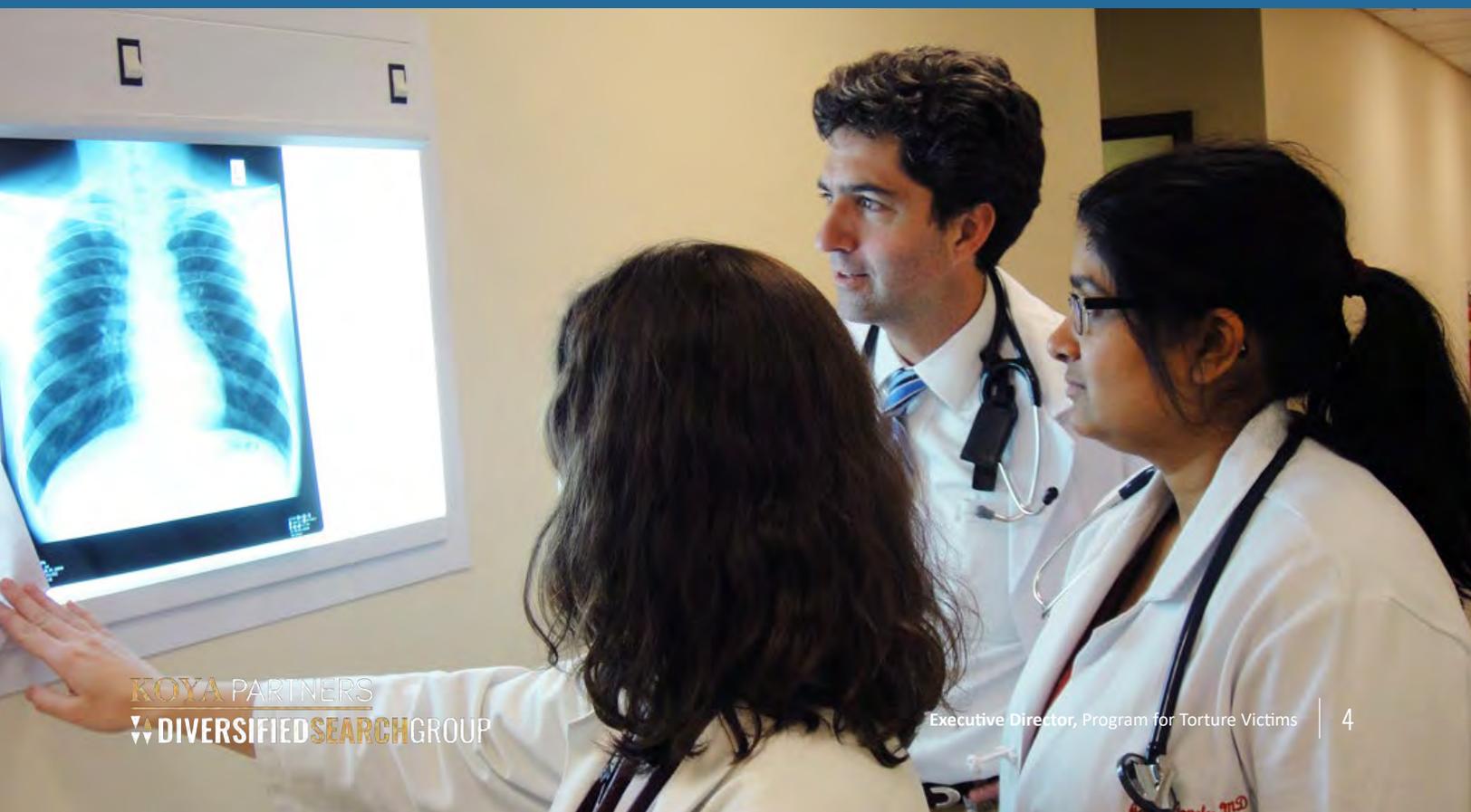
We recognize that most candidates will not meet all of the competencies listed on the Position Profile and will consider all transferrable skills and experience. Ideally, the Executive Director will possess the following personal attributes and professional competencies:

Passion for Mission

The Executive Director will have a passion for PTV's mission and a deep commitment to rebuilding the lives of immigrant survivors of torture and persecution and restoring human dignity. This individual will ideally bring knowledge and experience working with refugee, asylum seekers, and survivors of torture, and will be aware of issues and trends affecting this community. This empathetic leader will have experience building and sustaining inclusive work environments that embrace diversity, equity, and inclusion, and that promote racial and social justice, valuing the wisdom of lived experience, and reflecting the communities served.

Strategic Leadership

The Executive Director will be a strategic leader who can lead PTV forward, deepening the organization's impact on the communities it serves. This individual will develop and implement strategies and plans that strengthen the organization's infrastructure, systems, programs, and processes. The Executive Director will have excellent leadership and management skills and an inclusive approach to work alongside staff to achieve its goals. Open and flexible, the Executive Director will model collaborative leadership by involving the Board and staff in critical conversations regarding the organization's direction. This individual will be eager to empower and support staff and will be committed to their professional development. As a small organization, the Executive Director will need to be able to balance between strategic and hands-on, as needed. In addition, this leader will be able to lead effectively in an environment providing clinical care with a trauma informed culturally sensitive approach.



CANDIDATE PROFILE

Resource Development & Fundraising Expertise

The Executive Director will bring to the role a strong capacity in and genuine enthusiasm for fundraising, including securing foundation, government, and individual support. Bringing impressive entrepreneurial and networking skills, this charismatic fundraiser will have the ability to diversify PTV's revenue stream. The Executive Director will have a strategic vision for long-term revenue generation and will offer innovative ways to increase funding to ensure long-term sustainability.

Organizational Management & Development

The Executive Director will bring proven experience developing an organization with an intentional diversity, equity, and inclusion lens. This individual will understand and be able to build the infrastructure and support systems needed for staff to thrive in service of PTV's mission. A transparent and unifying manager, the Executive Director will build trust with staff and establish clarity on roles, responsibilities, and targeted outcomes. This individual will demonstrate the ability to build, nurture, and retain a strong team of professionals with diverse backgrounds, as well as foster a collegial, inclusive, and family-friendly work environment that encourages creativity and productivity and ensures staff feel respected, valued, and successful. The Executive Director will bring an equitable and thoughtful approach to problem-solving and decision-making.



CANDIDATE PROFILE

Board Relations

The Executive Director will be committed and clear on the mission, vision, values, and goals of PTV. This leader will understand the Board of Directors role in proper stewardship of the organization and will bring the ability to develop a robust, transparent, and trusting partnership with the Board of Directors. The Executive Director will be skilled and integral in structuring board make up and in board recruitment and development efforts. In addition to setting a clear vision for the Board, the Executive Director will play a key role in ensuring that there is clarity for the role of the Board, in determining the skills needed at the board level to deliver on the organizational strategy and in developing and communicating the board development plan.

Communication Skills & Relationship Skills

Serving as a passionate ambassador for PTV, the Executive Director will be able to thoughtfully and strategically articulate and motivate a diverse range of stakeholders around the organization's mission, vision, and values. This natural relationship builder will excel at partnering and supporting the Board, Board committees, staff, and community representatives in business, government, grassroots, advocacy, and other nonprofits to craft engagement and fundraising strategies that maximize PTV's positive impact in the community. Experience in advocacy, lobbying, and legislation to advance the organization's influence in policy will be advantageous. A respectful communicator and engaged listener, the Executive Director will build strong relationships and trust with culturally specific community-based partners.



COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience.

CONTACT

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Michelle Bonoan and Medelene Beasley of Koya Partners have been exclusively retained for this search. To express interest in this role, please submit your materials [here](#) or email Michelle and Medelene directly at mbonoan@koyapartners.com and mbeasley@koyapartners.com. All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Program for Torture Victims is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.



About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

For more information Koya Partners, visit www.koyapartners.com.