



PERINATAL  
SUPPORT  
WASHINGTON

## PERINATAL SUPPORT WASHINGTON EXECUTIVE DIRECTOR OPPORTUNITY

**Posting Date:** May 30, 2019

**Location:** Seattle, Washington

**Deadline:** June 24, 2019 at 5:00 PM PDT. Interviewing will begin in mid-June. Early applications are strongly encouraged.

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**“Shining a light  
on perinatal  
mental health  
to support all  
families and  
communities.”**

Perinatal Support Washington (PS-WA), the state’s premier perinatal health organization, is hiring its first Executive Director as it expands services to parents across the region who are experiencing perinatal mood and anxiety disorders.

This is an exciting time to be joining the organization. Awareness of postpartum depression and other perinatal mood and anxiety disorders has never been greater. State and philanthropic resources are growing, and policy-makers are giving increased attention to perinatal mental health.

In addition to caring deeply about PS-WA’s unique mission, the ideal candidate is someone who relishes the challenge of growing a small, values-driven organization into a thriving, sustainable entity able to realize its mission at a greater scale.

The new ED must be equally adept at developing internal strength and growing external partnerships. We seek candidates who know how to build organizational systems and infrastructure, expand and diversify a board and staff team who have significant issue expertise, and do the work to build lasting, impactful partnerships with state and philanthropic partners.

We seek an entrepreneurial, strategic, and collaborative leader who is ready to join us at this exciting and pivotal time in our organizational history.



# ABOUT PERINATAL SUPPORT WASHINGTON

**“PS-WA’s culture is tender and fierce...fierce in its quest to pursue adequate supports for parents over the perinatal period ...tender in the way they hold parents and professionals during this time.”**

## MISSION

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Perinatal Support Washington is a statewide nonprofit organization committed to shining a light on perinatal mental health to support all families and communities. We go about this work by raising awareness, educating professionals, supporting those impacted by perinatal mood and anxiety disorders, and fostering connections between all.

## VISION

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All parents receive appropriate, timely and culturally relevant care during the perinatal period.

## CHALLENGE

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Postpartum depression and other perinatal mood and anxiety disorders are the most common complication of pregnancy and childbirth, affecting 1 in 5 women from conception to a baby's first birthday. Research shows that children of parents experiencing a perinatal mood and/or anxiety disorder are at higher risk of child abuse and neglect in the first year of life than any other time.

Early recognition of and intervention for perinatal mood disorders can prevent severe and disabling postpartum depression and improve outcomes for both mothers and children. However, families experience multiple barriers to care, including: lack of access to adequately trained medical and mental health staff, a complex and confusing mental health care system, stigma around disclosing mental health concerns, cultural and language barriers, and concrete barriers such as lack of childcare and transportation.

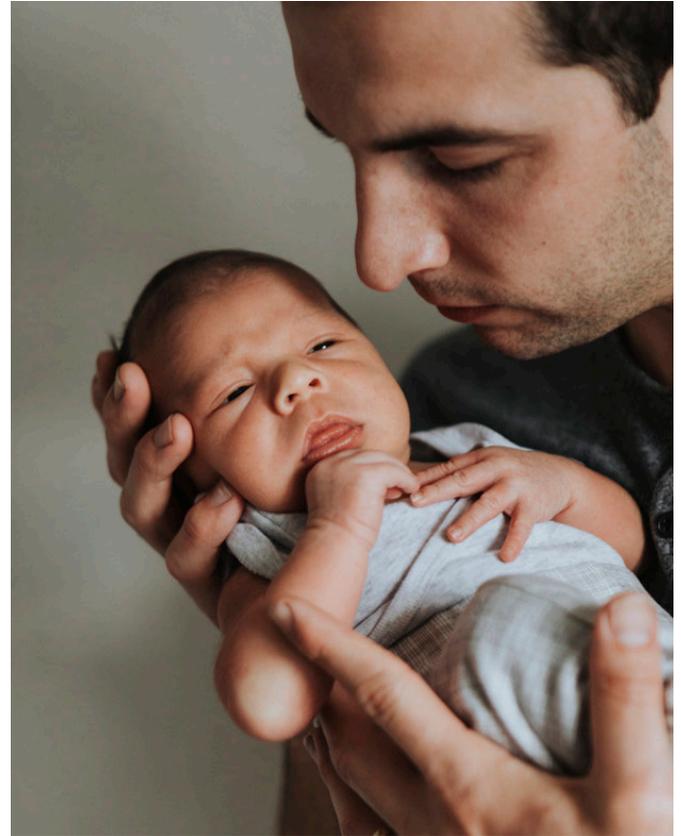


## THE PS-WA TEAM

Perinatal Support Washington was founded 30 years ago by clinicians specializing in perinatal mental health and parents who have recovered from a perinatal mental health disorder. We are a family-focused organization, well-respected in the perinatal health field.

### OUR PROGRAMS INCLUDE:

- A Warm Line
- Statewide support groups
- Training and consultation for mental health providers
- Statewide referrals and linkages
- Local and national perinatal policy and organizing efforts



PS-WA currently has a staff of three working remotely in Seattle and an active six-member Board of Directors. The 2019 organizational budget is **\$550,000** with funding coming from private grants, government contracts, training and conference revenue, special events and individual and corporate donors. We recently received funding to support the hiring of our first Executive Director.

As a small, grassroots, feminist organization, our values-based culture is important to us. We are proud of being:

- Resourceful and hardworking – with an “all hands on deck” attitude
- Collaborative and team-oriented, honoring the strengths each person brings to the table
- Direct, courageous, and steadfast
- Family-friendly and flexible

For more information about PS-WA's programs please visit our website at <http://perinatalsupport.org/>

“As a small, grassroots, feminist organization, our values-based culture is important to us.”

# PRIORITIES FOR OUR NEW EXECUTIVE DIRECTOR

**“We’re riding a wave of public support and awareness. This is an ideal time to step in as a leader in perinatal mental health.”**

For our first Executive Director, year one will bring a focus on **short-term** strategies to develop our organizational capacity: clarifying board and staff roles and responsibilities, and creating and improving internal systems and policies around human resources, finances, budgeting, and data collection. We will also need to focus on creating a sustainable fundraising plan.

With new funding and growing awareness of the need for our work, **mid-term priorities** include: successfully navigating and leveraging the mental health infrastructure and systems in Washington State (with guidance from the Program Director), strategically growing the board and staff team, focusing more specifically on diversity, equity and inclusion in our programming and ourselves, expanding our revenue-generating earned-income programs, boosting individual and foundation fundraising efforts, and creating and sustaining collaborations and partnerships.

**Longer-term**, our new Executive Director will engage us in a strategic planning process, explore opportunities to influence policies and systems that impact families and professionals, and develop new programs and services in collaboration with our senior program leadership. They will develop a well-balanced income strategy that keeps us financially secure as we move into the future.

## PRIMARY RESPONSIBILITIES

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Working closely with the PS-WA Board of Directors and long-time Program Director, the Executive Director will oversee a staff of three, including one direct report.

### Primary areas of responsibility include:

- Overall organizational strategy
- Ensuring our fiscal health and management
- Overseeing operations and organizational capacity building
- Building & maintaining relationships with major donors and institutional funders
- Ensuring implementation of fundraising activities



# THE IDEAL CANDIDATE

**“We need a successful visionary who also gets stuff done – not just an idea factory.”**



PS-WA's new Executive Director will be naturally collaborative, open and transparent. They will be adept at seeing the big picture of the maternal and child health services field and be able to understand and navigate the politics of our emerging social and political landscape with ease and tenacity.

We are looking for a leader who is entrepreneurial, naturally creative, and willing to take thoughtful calculated risks. They will be skilled at identifying opportunities and making strategic decisions about which ones to pursue to leverage our strengths and maximize resources. This approach will require a strong networker who easily makes connections and is proactive in using those connections to meet our mission.

Our first Executive Director should be high energy with a “roll up your sleeves” attitude, highly organized as well as highly emotionally intelligent with an inclination toward a curious, listening stance. They will have a strong personal or professional connection to our mission, and bring these skills and capacities to the organization:



## LEADERSHIP

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At least 5 years of nonprofit leadership experience within a growing organization, including working closely with and helping to develop a board of directors, developing organizational systems and structures, and clarifying staff roles and responsibilities.



## PARTNERSHIP

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Experience collaborating with other organizations that share similar interests or missions to creatively serve clients and leverage funding; specific experience navigating complex relationships between national and statewide organizations is ideal.



## PROJECT MANAGEMENT

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Experience launching new programs, systems, and services from scratch, leading to sustained efforts that meet an identified need or address a known problem.



## FINANCIAL MANAGEMENT

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Expertise in financial management, earned-income revenue models, expansion planning, and putting systems in place to support growth.



## FUNDRAISING

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Successful fundraising and partnership-building track record with foundations and government, adept at tracking and using evaluation data to leverage support and funding; legislative and advocacy experience a plus.

## COMPENSATION AND BENEFITS

This is a full-time salaried position. The expected annual salary range is **\$85,000-\$100,000**, depending on qualifications and experience. PS-WA offers reimbursement for medical and dental expenses, sick leave and paid time off. The new Executive Director will have an opportunity to reassess the benefits package in collaboration with the board of directors given the growth of the organization.

## HOW TO APPLY

**Apply online by clicking on this link:**

<https://cloversearchworks.recruiterbox.com/jobs/fk0j5k5>

**Online applications** only, please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience, interests, and values are a fit with PS-WA's goals, mission, and vision for the future as described in this announcement.

**Applications received by June 24 at 5pm PDT will be given full consideration; early applications are strongly encouraged!** All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; in-person interviewing will begin in mid-June.



The search for this position is being facilitated by the team at Clover Search Works, a firm that provides a full range of search services to nonprofit organizations in the Pacific Northwest and beyond. Clover Search Works is honored to partner with PS-WA in the search for a new leader committed to shining the light on perinatal mental health to support all families and communities.

Questions regarding this opportunity are welcomed and can be directed to Jill Sheldon of Clover Search Works.

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