

**HEARTLAND
ALLIANCE**
INTERNATIONAL



Perrett
Laver

AMERICAS ASIA PACIFIC EMEA



Appointment of Executive Director

January 2018

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MESSAGE FROM OUR LEADERS



Dear Prospective Candidate...

We are delighted that you are interested in exploring a future with us.

Heartland Alliance International (HAI) is a rapidly growing organization that has reached an important inflection point. Having successfully evolved past its start-up and adolescent phases, the organization is well poised to enter its next phase—raising our visibility, deepening our impact, and securing our future.

As the world experiences unprecedented migrations of displaced persons, continuing regional conflicts, and growing uncertainty about the U.S. role in addressing global human rights, HAI's mission to secure safety, access to justice and access to healing for the most marginalized populations has never felt more urgent.

That's why we are motivated to find a highly experienced and visionary leader who is driven by human rights values, sees the great potential of our mission, and possesses a strong desire to expand and deepen the impact of the organization. HAI was born out of a 130-year tradition of courageously confronting issues that have seemed too challenging or frightening for others. Fearlessness in the face of adversity is a point of pride and it is core to our identity.

Our next executive director will be very fortunate to work with an extraordinarily talented staff and a supportive, committed Board of Directors eager to help him or her usher in the organization's next phase of evolution.

If you are inspired by this opportunity and see yourself in the position description, we look forward to meeting you.

Evelyn Diaz

President, Heartland Alliance

Martha Casazza

Board Chair, Heartland Alliance International

ABOUT US



Creating a World that is Just and Fair

Heartland Alliance International (HAI) is the global arm of Heartland Alliance for Human Needs & Human Rights, a family of organizations that has been leading anti-poverty and social justice work in Chicago for nearly 130 years. We implement programs on a range of global human rights issues in Latin America and the Caribbean, the Middle East and North Africa, and Sub-Saharan Africa.

HAI ensures that people enjoy equality, justice, and universal rights; that women and children have health care and economic opportunities; that youth can stand up for their beliefs without persecution; that ethnic and sexual minorities have the right to live free from harm; and that survivors of torture and trauma have pathways to healing.

Our Mission

We believe in ensuring the safety of people whose rights have been violated and empowering them to actively engage in their communities and drive social change. Our mission is to secure the rights and well-being of marginalized people and communities.

Our Vision

When people who have been victims of violence and human rights abuses have the opportunity to heal from trauma and access justice, they are able to move toward active engagement in society and create positive and lasting change.

OUR PHILOSOPHY

Securing Human Rights – As human rights workers, we strive to ensure that the people we serve enjoy the full expression of their rights and that the communities and countries where we work are held accountable to universal standards.

Investing in Local Leadership – Our extensive field experience proves that locally-driven initiatives result in lasting impact. This is why we invest in local leaders and support organizations that are working to make positive change in their communities.

Using Creative Solutions to Address Entrenched Problems – The most pressing issues facing our world today require solutions that are both flexible and scalable. Outside-the-box thinking is how we have succeeded in improving the lives of individuals and communities.

Strengthening Emerging Organizations – Our trailblazing “greenhouse” model strengthens nascent groups and organizations by ensuring they have the tools, skills, knowledge, and connections to design and manage work independently—an investment few other organizations make.

Working Ourselves Out of the Job – We strive to create a world in which there will no longer be marginalized and stigmatized people who are excluded from health and social services. We work so that one day we will no longer have to provide services to survivors of trauma and torture, trafficking, or gender-based violence.



OUR IMPACT AREAS



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Heartland Alliance International's work is grounded in nearly 130 years of domestic experience. Founded in 1888, our parent organization, Heartland Alliance, is the largest service-based human rights organization in the United States. Globally, we apply a progressive and inclusive approach to protecting and promoting the rights of extremely vulnerable populations—those who are frequently excluded by more traditional development programming. We provide effective responses to today's most pressing human rights issues and development challenges. Our programs are context-specific and cutting-edge. All of our efforts prioritize local ownership and capacity building and incorporate creative program design and evidence-based methodologies in the areas of health, healing, and justice.

ACCESS TO HEALTH – HAI's comprehensive health work includes HIV/AIDS and behavioral health care. We build the capacity of local providers to deliver friendly and competent services to the world's most marginalized populations.

- We believe health care is a human right.
- We believe that mental health and physical health are inseparable.

ACCESS TO SAFETY & HEALING – HAI works with local partners to delegitimize and reduce community and familial violence. Through these services, we ensure survivors of violence receive the shelter, health care, and support they need to recover and rebuild. The Heartland Alliance Marjorie Kovler Center in Chicago is one of the oldest and largest torture treatment programs in the United States. Throughout the world, HAI has leveraged the expertise of the Kovler Center to improve skills of professionals and provide comprehensive services to torture survivors.

- We believe that everyone has the right to physical safety and bodily integrity.
- We believe in the right of torture survivors to live full lives, free of fear.

ACCESS TO JUSTICE – In all the places we work, HAI provides robust access to justice programming. We protect and advance the rights of migrants, refugees, women, children, adolescents, and LGBTQ populations who have been trafficked and abused, and we ensure equality for those with mental and physical disability. These communities are served through the provision of legal counsel, capacity building, and policy and advocacy.

- We believe that everyone has the right to equal protection under the law.



MARJORIE KOVLER CENTER



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For 30 years, Heartland Alliance's Marjorie Kovler Center has offered medical, mental health, social, and access to legal services to survivors of politically sanctioned torture. This year, Kovler Center reached the greatest number of people in any year in its history – 402 survivors – with its unique model of integrated, trauma-informed, culturally-and linguistically-sensitive services. During the year, Kovler Center held a successful 30th anniversary benefit and was awarded a foundation grant to move Kovler Center “from hidden gem to national treasure.” Our nationally and internationally recognized outcome evaluation program was acknowledged with invitations to present at two high level symposiums.

BACKGROUND: TORTURE

Torture is the deliberate infliction of severe physical or psychological pain carried out by anyone acting in an official capacity. Torture exerts control over people and communities to create a cycle of fear, intimidation, and alienation.

Torture is a crime under U.S. and international law. Survivors of torture often suffer from a complex post-traumatic stress disorder, which is manifested by anxiety, distrust, depression, flashbacks, intrusive memories related to the traumatic event, memory problems, and often a range of physical symptoms.

OUR RESULTS

Total Reach

- HAI reached **245,240 people** with healing and justice services in FY17.

Global Leader in Mental Health

- **14,683 individuals** received trauma-informed mental health or psychosocial support (MHPSS) services
- Participants in one of HAI's flagship mental health programs demonstrated a **32%** decrease in negative mental health symptoms.
- At the Kovler Center **87%** of all participants tracked had fewer symptoms of anxiety and depression at their 24-month follow-up.
- **446 individuals** were trained to deliver trauma-informed MHPSS services to marginalized individuals; **85%** of trainees who completed pre- and post-training tests demonstrated an increase in knowledge.

Providing Access to Justice

- **11,591 individuals** received access to justice services (e.g., legal representation, assistance obtaining legal identification, traditional mediation, etc).
- **97%** of participants that reported a resolution to their case received the desired outcome to their justice issue.
- **436 service providers** were trained to provide access to justice services to marginalized individuals; **100%** of trainees who completed pre- and post-training tests demonstrated an increase in knowledge.

Ensuring Stigma-Free Health Care

- **142,677 vulnerable individuals** from marginalized communities received stigma-free health services, including HIV related care and treatment.

Integrating Human Rights and Gender Equality

- **1,076 survivors** of gender-based violence received case management services, and **2,175 others**, including survivors of trafficking, received protection case management services.
- **1,282 individuals** were trained on protection, identification, and referral; **82%** of trainees who completed pre- and post-training tests demonstrated an increase in knowledge.
- **4,319 stakeholders** were trained to better respond to the needs and rights of women, girls, or gender non-conforming individuals; **94%** of trainees who completed pre- and post-training tests demonstrated an increase in knowledge.
- **105,158 individuals** received information about their rights or the rights of marginalized populations. In areas where these awareness-raising activities were evaluated, **86%** of individuals reported increased knowledge of their rights.

EQUITY. OPPORTUNITY. FOR ALL



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Heartland Alliance for Human Needs & Human Rights (Heartland Alliance) is a family of organizations that has been leading anti-poverty and social justice work in Chicago for nearly 130 years. Its mission is to advance the human rights and respond to the human needs of endangered populations—particularly the poor, the isolated, and the displaced—by providing comprehensive and respectful services and promoting permanent solutions that lead to a more just global society.

Heartland Alliance believes society is better for everyone when even the most vulnerable can participate, prosper, and reach their full potential

OUR STRUCTURE

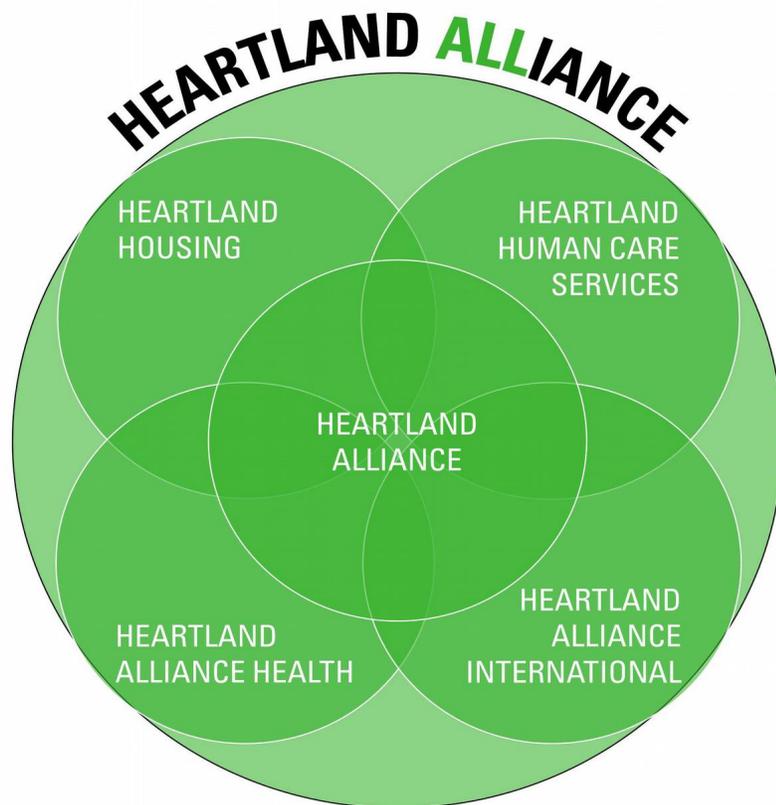


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Heartland Alliance advances its mission through five nonprofit companies—the parent company, Heartland Alliance, and four subsidiaries: Heartland Housing, Heartland Alliance Health, Heartland Human Care Services, and Heartland Alliance International. The parent company provides shared business services to its subsidiaries and houses the **National Immigrant Justice Center**, which provides legal services and advocacy aligned closely with HAI’s mission.

This unique corporate structure provides a strategic approach to growth, financial flexibility, a diversified portfolio of services, and extensive opportunities to leverage resources.

It recognizes that no single program or policy will eliminate poverty or injustice. We know solutions must be multi-pronged and interconnected—housing improves health, better health helps people work, job opportunity can stop community violence, and a just system allows individuals and communities to realize their full potential.



Heartland Alliance companies believe we can have more impact together than we can apart.

Heartland Alliance works in:

100 communities &
12 countries

Directly helping:

400,000 people

Impacting:

7,000,000 people through advocacy and policy change

We are all in.

EXECUTIVE DIRECTOR ROLE



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LEAD. INNOVATE. SERVE. ADVOCATE.

The Executive Director (ED) leads Heartland Alliance International, one of four companies under the Heartland Alliance parent. The ED is responsible for the effective management of and strategic planning for the organization. Other key duties include fundraising, external representation, and board relations. The position reports directly to the President of Heartland Alliance and is a member of the Heartland Alliance executive team. On governance matters, the ED will also be accountable to the chair of the board of Heartland Alliance International.



KEY RESPONSIBILITIES

Strategic Leadership & Organizational Alignment

- Lead HAI's strategic planning to ensure the viability and success of the mission into the future, ensure organizational sustainability, and align with Heartland Alliance's strategic vision.
- Execute HAI's strategic goals and objectives against key performance indicators.
- Demonstrate and represent HAI's values and impact both internally and externally; inspire confidence and a forward-looking orientation for a growing organization.
- Serve as a member of the HA Executive Team, contributing actively to enterprise-wide strategy development and decision-making; ensure alignment between HA and HAI strategies.
- Model and promote effective collaboration and partnership in Alliance-wide, cross-company initiatives.
- Maintain continuous, open lines of communication with the HA President and HAI board chair, keeping them informed of all critical risks and/or crises.

External Engagement & Resource Mobilization

- Develop and implement strategies to ensure that HAI strengthens its global visibility, reputation, and brand as a preeminent voice on key policy issues pertaining to trauma-informed mental health care and access to justice for survivors of rights abuses.
- Monitor U.S. and international foreign policy and development assistance priorities to ensure HAI's relevance and competitiveness.
- Serve as HAI's lead spokesperson and participate in policy and advocacy work on an international and national basis.
- Lead resource mobilization efforts to secure a sufficient pipeline of resources to ensure the financial health of the organization.
- Serve as lead fundraiser responsible for developing other resources necessary to support HAI's mission and growth with particular focus on raising private, unrestricted dollars.
- Develop and promote thought leadership around specific topics and emerging practice areas; represent HAI in industry-group conferences, professional associations, and other public venues.



Organizational Operations & Fiscal Performance

- Lead, mentor, and retain a high performing team of HAI senior staff; promoting a culture that values staff engagement, professional development, and retention.
- Lead overall fiscal management that anticipates operating within the approved budget, ensures maximum resource utilization and maintenance of the organization in a positive financial position.
- Identify and take proactive measures to mitigate financial, operational, and reputational risks to the organization.
- Oversee and implement appropriate resources (human, financial, and assets) to ensure the operations of the organization are appropriate and will support mission and propel growth.
- Ensure effective administration of HAI global operations.
- Ensure solid HR business processes are in place that identify, attract, hire, and retain talented, qualified staff while mentoring an excellent senior team.
- Enhance organizational excellence and performance management culture by establishing operational benchmarks, timelines, and resources needed to achieve strategic goals, proactively recommending and driving improvements as necessary; setting standards for accountability and measurements of success.
- Perform all board-authorized fiduciary obligations, including signing all notes, contracts, grant agreements, and other instruments made and entered into on behalf of the organization.
- Provide accurate and timely submissions to the HAI Board of Directors of proposed annual budgets and regular reports to the Finance Committee of the board, which transparently reflect the financial condition of the organization.

Governance

- Serve as the staff liaison to the following boards: Heartland Alliance International, Heartland Alliance International – Europe (HAI-E); Heartland Alliance Nigeria (HAN); Alianza Heartland México (AHM).
- Present organizational strategy to the HAI board for endorsement on regular, cyclical basis.
- Present an annual budget for approval to the HAI Finance Committee and Board of Directors; and subsequent reporting of progress against the approved budget.
- Communicate effectively with the HAI board and providing in a timely and accurate manner all information necessary for the board to function properly and to make informed decisions.



QUALIFICATIONS

To perform this job successfully, an individual must be able to perform satisfactorily each essential duty above and other duties as assigned by the HA President. The requirements listed below are representative of the knowledge, skills, and capabilities required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions:

- **Education** – A master’s degree in international development, public health, social work, or a related human service or public policy field and relevant years of proven experience that may include fundraising and development, program planning and implementation, staff supervision, human service administration, fiscal management, and policy development.
- **Communication & Language** – Excellent verbal and written command of the English language is required. Ability to read, analyze, and interpret complex documents. Ability to respond effectively to highly sensitive inquiries. Ability to write speeches and publications using original and innovative techniques or style. Strong public speaking capability. Ability to make persuasive presentations on controversial or complex topics. Ability to convey a vision of HAI’s strategic future to a global staff, its board, volunteers, donors, and collaborators in the sector. Strong preference for second language capability in Spanish, French, or Arabic.
- **Travel** – ability to travel 25% of the time to HAI Country Offices, sometimes in high risk locations as well as Washington, DC, New York and other strategic cities in the United States.
- **Other Experience** – Ability to apply general mathematical skills to analyze and interpret practical situations including budget development and analysis. Ability to identify problems, ask questions, collect data, establish facts, and draw valid conclusions. Proficiency in MS Office applications is essential and required. Strong analytical reasoning ability required.



CORE COMPETENCIES



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- **Vision** – Ability to develop and convey bold ideas through a shared vision of HAI’s strategic future to a global staff and its key stakeholders.
- **Leadership & Motivation** – Transparent, high-integrity leadership showcasing forward thinking. Ability to inspire a team to achieve organizational goals. Displays energy and commitment. Ability to motivate and enhance others’ commitment to work. Strong human rights knowledge and orientation.
- **Fundraising & Engagement** – Demonstrated knowledge of fundraising strategies and donor relations unique to the sector; a track record of successfully raising private revenue and cultivating donors.
- **Professionalism & Reliability** – Commitment to high-quality work and demonstrated dependability and trustworthiness; encourages entrepreneurial and innovative thinking that promotes calculated risk-taking, openness to new ideas and professional growth throughout the organization.
- **Teamwork, Collaboration, & Service Orientation** – Interact well with others, possess complementary team skills, and demonstrate concern for meeting goals through management of internal and external process needs and expectations while soliciting feedback.
- **Change Management** – Position the organization to be responsive to risk and change and readiness. Ensure that the organization continues to operate efficiently while repositioning and effecting thoughtful organizational change, yet maintaining the ability to remain flexible.
- **Decision-Making** – Use sound judgment to make informed decisions based on evidence and analysis. Consider pertinent facts and alternatives before deciding on the most appropriate action. Comfortable with horizontal consultations, not just hierarchical, when consulting with others. Commit to decision, once made.
- **Cultural Awareness & Interpersonal Humility** – Ability to notice and understand other’s feelings or concerns and recognize and respect different cultural environments and practices

We need you.
All in.



HOW TO APPLY

Prospective candidates interested in applying should contact our search partners, Perrett Laver. For an informal discussion about the role, contact Daniel Flynn at Daniel.flynn@perrettlaver.com to hear more or address any questions you may have.

Only fully completed applications will be presented to Heartland Alliance International. Completed applications comprise both a cover letter and CV/resume. The cover letter should describe your personal motivation, interest, as well as how you feel suitable for the role at this time in your career. Salary history may be required. Completed applications should be uploaded at www.perrettlaver.com/candidates quoting reference number 3342 or sent directly to Daniel Flynn at Daniel.Flynn@perrettlaver.com.

The deadline for applications will be Tuesday, January 30th.

Heartland Alliance International makes all hiring and employment decisions without regard to race, creed, color, age, gender, gender identity, marital or parental status, religion, ancestry, national origin, physical or mental disability, sexual orientation, sexual identity, immigrant status, political affiliation or belief, ex-offender status (depending on the offense and position to be filled, unfavorable military discharge, membership in an organization whose primary purpose is the protection of civil rights or improvement of living conditions and human relations, height, weight, or HIV infection, in accord with the Organization's AIDS Policy Statement of September 1987. Individuals with disability requiring accommodation should contact the Employee Services Office at (312)660-1431.





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