



## **Executive Director San Antonio, Texas**

### **Position Overview**

The Executive Director serves as the strategic and operational leader of Ransomed Life, to building awareness of, and providing the tools and resources to prevent Child Sexual Exploitation and promote holistic mental health care and support services for at-risk youth and families.

Our mission is to create pathways to healthier and safer communities where No Child is Sold. We envision communities free from Child Sexual Exploitation.

The Executive Director provides visionary, strategic, and operational leadership for Ransomed Life in accordance with the organization's faith-driven mission. This hands on (or better stated) role oversees all programs, staff, partnerships, fundraising, sponsorship and donor development activities, and organizational systems. The Executive Director represents Ransomed Life publicly and ensures that all work reflects the organization's faith-driven mission, trauma-informed values, and commitment to serving youth and families impacted by exploitation. This position works closely with and reports directly to the Board.

### **Core Values**

- Faith: Rooted in the love of Jesus Christ, we serve with hope and believe in restoration for every individual
- Service: We collaborate with humility and flexibility, recognizing that shared efforts create greater impact
- Integrity: We uphold high standards of ethics, professionalism, and lifelong learning
- Passion: We advocate boldly for survivor freedom, healing, and community transformation

### **Essential Duties and Responsibilities**

#### **General Agency Management**

- Oversee the operations of all programs, services, activities, and facilities
- Ensure that all program objectives are met
- Provides leadership, coaching, and direction to the leadership team and staff

- Develops and maintains a workforce with the appropriate mix of knowledge, skills, and service levels required to achieve objectives
- Conducts both short-and long-term prioritization for the organization
- Leads and implements strategic planning processes
- Oversee and accounts for the overall financial and operational management of the organization
- Monitors and maintains the operational budget
- Actively seeks and secures sponsorships, donations, grants and leads fundraising efforts
- Monitors financial reporting including cash flow and budget forecasting
- Ensures compliance with federal, state, and local regulations
- Supports staff in navigating relationships with partners, funders, and government entities
- Oversee development of annual agency budget with staff and Board committees
- Develops and implements employment and organizational policies and procedures
- Collaborates closely with the Board and Staff on long-term growth and sustainability
- San Antonio / Hybrid / On-Site Leadership required
- Develops and maintains relationships with community leaders

### **External Community Engagement and Fund Development**

- Serves as the primary spokesperson for Ransomed Life to the community, government agencies, and the media
- Ensures mission and vision are clearly communicated to stakeholders
- Cultivates partnerships that enhance the organization's visibility and impact
- Advocates for policies that support the organization's work
- Oversee development and implementation of a robust fund development plan
- Cultivates individual, corporate, and foundation donors
- Ensures the proper distribution and use of restricted funds

### **Culture and Staff Relations**

- Inspires and motivates a skilled and diverse team
- Grounds the team in hope, faith and Ransomed Life's values
- Promotes a culture of respect, hospitality, and trauma-informed care
- Supervises staff and provides performance feedback
- Ensures inclusive, transparent, and regular communication across the organization
- Establishes expectations and metrics in alignment with the strategic plan

### **Communication and Collaboration with Board of Directors**

- Provides regular updates on operational, program, and financial performance
- Responds to Board requests for information
- Develops and presents recommendations for annual business plans and budgets
- Works closely with Board leadership to strengthen governance practices

## **Qualifications**

- Bachelor's degree in a relevant field (social work, counseling, business management, psychology, etc.)
- 5-8 years of nonprofit or public agency management experience, including supervising staff and working with a Board of Directors
- Strong project management, interpersonal skills, and ability to multitask
- Working knowledge of nonprofit fiscal management
- Proven track record of successful fundraising
- High ethical standards and strong emotional intelligence
- Ability to lead strategic planning initiatives
- On-site leadership presence required
- Faith-based foundation

## **Compensation**

- Competitive salary commensurate with experience and organizational size. Salary range: \$80,000 - \$100,000
- This job description in no way states or implies that these are the only duties performed by the employee(s) incumbent in this position. Employee(s) will be required to follow any other job-related instructions and perform any other job-related duties requested by any person authorized to give instructions or assignments

## **INSTRUCTIONS FOR APPLICATION**

**Résumés, cover letters, and references** accepted until **Friday, June 19, 2026, at 5:00 p.m. CST**. We fully respect the need for confidentiality and will not discuss candidates' backgrounds or interests with anyone without consent, nor will we reference contacts without notifying the candidate.

We're an equal opportunity employer. All applicants will be considered for employment without attention to race, color, religion, sex, sexual orientation, gender identity, national origin, veteran or disability status.

**LinkedIn submissions will be considered incomplete and will not be accepted.**

**Marion Lee**

**Lee+ Associates**

P.O. Box 31

Helotes, Texas 78023

Email: [jobs@leeplusassociates.com](mailto:jobs@leeplusassociates.com)