



Executive Director

Restoring Ancestral Winds, Inc. (RAW)

Classification

Full-Time

Salary

Starting at \$100,000

Location

Sandy, Utah

Reports to: Board of Directors

About Restoring Ancestral Winds

Restoring Ancestral Winds (RAW) is a tribal domestic and sexual violence coalition serving Utah and the Great Basin Region. We are part of a national network of tribal domestic violence and sexual assault (DV/SA) coalitions working collectively to end violence in Indigenous communities. Founded in 2013 by six Native women, RAW was created to confront sexual and domestic violence in Utah and the Great Basin, advocating for safety, healing, and justice for Native survivors.

Our work centers on policy advocacy, training and technical assistance, prevention, and community education and awareness. While RAW does not provide direct services, we offer referral assistance through the Native DV/SA Hotline to ensure survivors are connected with the support they need. Learn more at <https://restoringawcoalition.org/>

Mission Statement

Restoring Ancestral Winds' mission is to support healing in our indigenous communities. We will: advocate for healthy relationships; educate our communities on issues surrounding stalking, domestic, sexual, dating and family violence; collaborate with Great Basin community members and stakeholders; honor and strengthen traditional values of all our relations.

About Our Culture

RAW is in a period of revitalization and renewal, marking an exciting new chapter for the organization. As a Native-led organization grounded in healing, cultural resilience, and community-driven advocacy, RAW is embracing this moment to grow, evolve, and recommit to our mission with clarity and purpose. Our work remains focused on ending cycles of violence in tribal communities through advocacy, addressing the crisis of Missing and

Murdered Indigenous Women and Relatives (MMIWR), culturally rooted responses to domestic and sexual violence, and prevention education that uplifts and empowers future generations.

About This Transition

Since 2018, RAW has navigated meaningful leadership transitions. Following the recent departure of the Executive Director, the Board Chair stepped in as interim leader to provide steady guidance and ensure continuity during this period of change. Now, RAW looks ahead to a new phase of growth one grounded in accountability to our communities and strengthened by the collective power of the Native nonprofit network in Utah. We are building lasting systems, fostering transparent leadership, and forming collaborative partnerships that will expand our reach and deepen our impact throughout the region.

JOB DESCRIPTION

Position Summary

RAW is seeking a passionate, values-driven leader committed to ending gender-based violence. The successful candidate will be familiar with working alongside tribal communities, understand the dynamics of sexual and domestic violence, and possess experience leading complex community-based organizations.

The ideal candidate will bring an understanding of nonprofit budgeting, administration, and strategic leadership grounded in trauma-informed and culturally responsive practices.

Who We are Looking For

A thoughtful, approachable, and values driven leader:

- Who centers Indigenous ways of knowing and values
- Who understands and prioritizes shared leadership
- Who has knowledge and experience working with Tribes throughout Utah and the Great Basin Region
- Who works from a trauma informed lens and promotes self-care and balance for all staff
- Who demonstrates effective conflict resolution skills, including collaborative problem-solving
- Who leads with trust and empowers staff by fostering autonomy and initiative
- Who values shared learning and feedback by being approachable and having an authentic open-door policy

Position Activities & Key Responsibilities

The successful candidate for Executive Director will:

- Collaborate with the Board to ensure financial and other organizational accountability
- Work with the Management Team to lead the organization

- Supervise, support, and assist staff reporting directly to the Executive Director: Finance Manager, Programs Director, and Grants Manager
- Fulfill administrative tasks and otherwise attend to day to day tasks as needed within the organization
- Begin the process of information capture and analysis for the development of a strategic plan, drawing on input from the Board, management team, and staff
- Develop and maintain organizational policies and procedures using a trauma informed lens
- Cultivate and maintain relationships with leadership from Utah's eight tribal nations and others in the Great Basin Region
- Work with staff to develop and sustain working relationships with tribal DV/SA programs and Native serving programs working with DV/SA survivors
- Attend state/tribal/federal policy meetings, participate in and advocate for Native survivors at state/federal workgroups and taskforce meeting, and participate in community level meetings
- Collaborate with the Board to oversee and participate in fundraising efforts, including grant writing, donor relations, and fundraising activities

Experience & Attributes

A combination of five or more years of senior level professional, educational, and/or lived experience that demonstrates knowledge and ability in the following areas:

- Experience with domestic and sexual violence advocacy, trauma-informed care, and developing survivor-centered policies and procedures.
- Demonstrated success in influencing or advancing policies and systems change that improve outcomes for Native survivors and tribal communities.
- Proficiency in using technology and software such as Apple systems, iOS, and Microsoft 365, or a willingness and initiative to learn.
- Nonprofit management experience, including:
- General nonprofit business operations
 - Budgeting and financial management
 - Project planning and implementation
- Strong oral and written communication skills, including the ability to deliver presentations, write reports, and communicate effectively with funders, partners, and donors.
- Extensive experience leading teams, supervising staff, and fostering collaborative, inclusive work environments.
- Preferred qualification: applicant will hold a bachelor's degree in nonprofit management, public administration or related field.

Working Conditions

1. This position will work in an office setting with some remote work.
2. Must be able to work outside of normal working hours, including evenings and weekends.
3. Travel in and out of state. Use of personal vehicle for in-state travel is required, must possess a valid driver's license and proof of auto insurance.
4. Will occasionally require lifting of heavy materials and equipment up to 25 pounds.

Compensation

RAW offers competitive salaries, benefits, and vacation.

The salary range for this position is \$100,000-\$115,000. The Executive Director salary offer will be competitive based on experience and education.

RAW deeply values diversity and is committed to the recruitment and retention of individuals of underrepresented backgrounds, including gender, race, religion, and sexual orientation. RAW is an equal opportunity employer and we strongly encourage and seek applications from women, people of color, bilingual and bicultural individuals, as well as members of the LGBTQI communities. RAW is committed to complying with all federal, state, and local equal employment opportunity laws. Indian preference applies to this position.

The Executive Director position is open until filled.

For more information:

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Or to apply directly online go to:

<https://valliant.careers-page.com/jobs/ecf3c8d6-8d46-4423-8381-4546414a612a>