

WE'RE HIRING

POSITION AVAILABLE:

President and CEO

REPORTS TO:

Board of Directors

COMPENSATION:

\$130,000-\$160,000

BENEFITS:

Medical, dental, vision, retirement plan, paid time off, life and disability insurance.

LOCATION:

Spartanburg, South Carolina.
In-person required.

POSTED:

9/15/2026

APPLICATION DEADLINE:

Applications are reviewed on a rolling basis.

DESIRED START DATE:

January 2027

ORGANIZATIONAL DESCRIPTION

Project R.E.S.T. is a private nonprofit organization providing trauma-informed, survivor-centered support to victims of domestic violence in South Carolina in Spartanburg, Cherokee, and Union Counties, and to survivors of sexual assault in Spartanburg and Cherokee Counties. Founded more than 30 years ago

as SAFE Homes RCC, the organization now operates a 24-hour crisis line, an emergency shelter, legal and court advocacy, counseling and therapy, transitional housing, and community education, with a staff of nearly 40 guided by five core values: Excellence, Compassion, Collaboration, Integrity, and Equity.

POSITION SUMMARY

Project R.E.S.T. seeks a dynamic and collaborative President and CEO to lead the organization through its next chapter. The role partners with an engaged 15-member Board of Directors, leads a staff of nearly 40 through a leadership team of six direct reports, and

represents the organization with donors, government partners, and the broader Spartanburg community. The board is specifically seeking a leader grounded in advocacy, public health, or human services.

ESSENTIAL DUTIES & RESPONSIBILITIES

Board Partnership

Serves as the primary staff partner to the Board of Directors and Executive Committee, develops policy recommendations for board approval, and keeps the board informed through regular reporting.

Resource Development

Leads a diversified fundraising strategy across major gifts, foundation and corporate grants, and government funding, personally cultivating and soliciting major donors rather than delegating that relationship work. Sets and is held accountable to annual revenue goals, and works to grow private philanthropy for a diversified development portfolio.

Personnel Management

Manages the organization's staff directly and through the leadership team, responsible for hiring, supervision, evaluation, and termination decisions. Builds a climate that attracts and retains a diverse, mission-aligned team.

Financial Management

Owns fiscal management and internal controls. Partners with the board treasurer and a fractional CFO on annual and multi-year budgeting. Ensures compliance with state, federal, and grant-specific requirements.

Program Leadership

Oversees the full program portfolio: crisis intervention, court advocacy, emergency shelter, outreach to underserved communities in Cherokee and Union Counties, transitional housing, and prevention education. Implements the strategic plan alongside the board and staff.

Communications & Community Relations

Serves as the organization's primary spokesperson with media, local and state government, and the broader community. Builds and sustains partnerships that extend the organization's reach.

Organizational Administration

Ensures adequate insurance, facility, and equipment management, and maintains official records in compliance with federal, state, and local regulations.

QUALIFICATIONS

Project R.E.S.T. is committed to hiring a leader who brings both the technical skills this role requires and a genuine commitment to equity and survivor-centered practice. The qualifications below describe the

- Significant senior leadership experience in a nonprofit, advocacy, or human-services organization, including direct responsibility for staff, budget, and outcomes. Candidates without a four-year degree who bring equivalent leadership experience are strongly encouraged to apply.
- Direct experience with vulnerable, underserved, or trauma-affected populations.

strongest candidate; the board will also consider an equivalent combination of education and experience. We encourage candidates who meet most, but not all, of these qualifications to apply.

- Background in domestic violence or sexual assault services, advocacy, trauma response, or public health.
- A very strong track record of successful fundraising and fiscal management.
- Demonstrated ability to lead, retain, and build trust with a diverse staff team through organizational change.

- Comfort discussing abuse, trauma, and systemic issues affecting survivors, and the ability to do so in public and media settings.
- Ability to speak English to communicate clearly and persuasively in both formal presentations and day-to-day conversation with staff, board, donors, and government partners.
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- Experience with and understanding of best practices in nonprofit board governance.
- **Education**
Bachelor's degree is required. Education and significant, directly relevant executive leadership experience will be considered.
- **Language Skills**
English, Spanish is a plus.
- **Technology**
Working proficiency with standard office software (word processing, spreadsheets, email and calendar tools, video conferencing).

OTHER QUALIFICATIONS

Availability for evening and weekend commitments as needed for board, donor, and community events.
Demonstrated trauma-informed practice and personal resilience appropriate to leading an organization whose staff and clients work with trauma daily.

PHYSICAL REQUIREMENTS

This role is based primarily in an office setting with regular travel to program sites, community meetings, and events across the tri-county service area. It requires the ability to sit, stand, and walk for extended periods, and to drive between sites as needed. Project R.E.S.T. will provide reasonable accommodation to enable individuals with disabilities to perform the essential functions of this role.

EQUAL OPPORTUNITY

Project R.E.S.T. treats all clients, volunteers, and staff with dedication and respect regardless of race, religion, age, sex, sexual orientation, national origin, or disability. Project R.E.S.T. is an equal opportunity employer. BIPOC, LGBTQ+, disabled candidates, and people with lived experience as survivors are encouraged to apply.

HOW TO APPLY

1. Please combine your letter of interest and resume into a single PDF.
2. Name the file: **Last Name_First Name** (for example, Jones_Jane.pdf)
3. A one page letter addressing your interest in the role and how your background fits the qualifications.
4. Send your PDF to CEOsearch@projectrest.org with the subject line: **"CEO Application, LAST NAME"**
5. You'll receive a confirmation email once your application is received.
6. References will be requested from finalists.