

# CeaseFirePA

Taking a Stand Against Gun Violence in Pennsylvania

## Executive Director



# The Gun Violence Epidemic



Gun violence is a public health crisis that plagues Pennsylvania and the country. It takes many forms: not just homicides but also suicides, intimate partner violence, and accidental discharge. Each year the U.S. loses approximately **40,000** people to this crisis—roughly **108 people per day**. These losses do not discriminate; they afflict individuals of all races and ethnicities and cut across all socioeconomic levels. This is a uniquely American problem, and until citizens and legislators address it, it will not be solved.

For too long, leaders have neglected their duty to enact the commonsense reforms that their constituents want. CeaseFirePA, composed of CeaseFire Pennsylvania Education Fund (501(c)(3)) and CeaseFire Pennsylvania (501(c)(4)), seeks to change this dynamic by working with Pennsylvanians across the state to demand that gun violence prevention be treated as a top concern by elected officials, candidates, and the media.

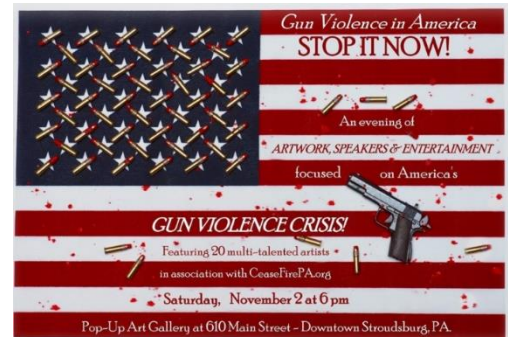
With a bold strategic action plan, CeaseFirePA is educating the public, coalition-building, and advocating solutions to end the gun violence epidemic.

## Making a Difference Across the State

Since its inception in 2001, CeaseFirePA has worked in communities across Pennsylvania to build support from the ground up for reforms to reduce gun violence, stop the flow of illegal guns into communities, and keep guns out of the hands of those who should not have them.

While it advocates for commonsense gun safety legislation, CeaseFirePA must simultaneously spend substantial time countering the gun lobby, as it promotes dangerous legislation that speeds the spread of deadly weapons in communities. CeaseFirePA's innovative approaches—from educating physicians and surgeons about signs of suicidal thoughts to mobilizing a survivor network to developing youth activists—have been instrumental in advancing critical, lifesaving measures and in making the organization a recognized leader in gun violence prevention in Pennsylvania and across the nation.

CeaseFirePA has accomplished a great deal, but there is far more work to be done.



# Thoughts and Prayers Are Not Enough

CeaseFirePA's agenda focuses on addressing all causes of gun violence, from stopping urban community gun violence to stemming the rising rates of gun suicides in rural Pennsylvania.

Although it actively works on all initiatives to prevent gun violence—primarily at the state but also the federal level—CeaseFirePA has identified several areas where action is particularly critical to achieving community safety. CeaseFirePA's leadership on these issues is felt beyond Pennsylvania: as a respected voice on gun violence, it brings promising approaches to light and builds support for their broader adoption.

## Enacting an Extreme Risk Protection Order Process (ERPOs)

ERPOs are a proposed tool for law enforcement officers and family members to temporarily remove firearms from an individual at risk of harming themselves or others in a time of crisis.

## Expanding PA Background Check System

Loopholes exist in the background check system that enable ineligible people to get guns, and this must be fixed.

## Banning Assault Weapons and High Capacity Magazines

This commonsense measure would restrict the sale of these weapons and the high-capacity magazines that help to make them so deadly and save uncountable lives.

## Requiring Reporting of Lost or Stolen Guns

Mandatory reporting of Lost or Stolen firearms is designed to crack down on some of the major sources of crime guns and help law enforcement identify traffickers and straw purchasers.

## Keeping Guns Out of Schools and College Campuses

Guns in schools create additional risks to students, do not increase school safety, and are widely opposed by teachers, school administrators, parents and students.

## Protecting Cities That are Trying to Keep Communities Safe

Rewriting the legal code to allow outside groups to sue municipalities for passing gun safety ordinances would not only undermine a city's ability to protect its community, but set an incredibly dangerous precedent for the power of special interest groups in our legal system.

## Recent Successes

**Track Trace:** Years of advocacy led in 2019 to Track Trace, a state program that encourages local jurisdictions to help investigate how legal guns are transformed into illegal crime guns.

**PICS :** By mobilizing supporters and collaborating with allies, CeaseFirePA has defeated each PA Legislature proposal to eliminate the PA Instant Check System (PICS), a highly effective system that prevents prohibited purchasers from obtaining firearms.

**Act 79:** In 2018, CeaseFirePA's involvement in a broad coalition resulted in the enactment of Act 79, the law that disarms domestic abusers in Pennsylvania.



# The Opportunity

CeaseFirePA is seeking a passionate and motivated individual to lead a financially healthy organization with a strong Board of Directors, capable staff, and growing group of citizen advocates during a critical time where transformational leadership is required to ensure lasting positive change. The Executive Director's time will be divided between external-facing leadership and internal management. Responsibilities and immediate priorities of the Executive Director include:

## Strategic Leadership

- ❖ Develop and execute effective strategies that achieve policy goals at the state and federal levels, while ensuring CeaseFirePA remains a trusted voice and resource to the public.
- ❖ Establish specific goals, objectives, plans and policies; partnering with staff to implement and measure impact of these initiatives.
- ❖ Engage the Board of Directors through open communication about opportunities, strategic choices, and progress toward programmatic and advocacy goals.
- ❖ Shape the vision for the future by effectively executing CeaseFirePA's strategic plan and continuously collaborating with the Board and staff to ensure it is up-to-date and relevant.

## Sustainable Growth

- ❖ As chief spokesperson and a visible public advocate, champion the organization's mission externally to varied partners and stakeholders.
- ❖ In partnership with the Board Development Committee and Director of Development, design and implement a tailored, ambitious fund development strategy that uses a variety of proven tactics to grow the funding base.
- ❖ Enhance CeaseFirePA's profile across the state by expanding and deepening public relations and advocacy campaigns, maintaining visibility in urban centers, and significantly expanding urban and rural presence.

- ❖ Collaborate with key partners to ensure mutually beneficial, productive, symbiotic relationships that lead to large-scale, positive change.
- ❖ Foster trust and working relationships with a range of stakeholders, including public sector leaders, legal and corporate communities, professional, civic, and private organizations, media, and the public.

## Robust Advocacy

- ❖ Advance advocacy goals in cooperation with partners, mobilized citizens, elected officials, and any other relevant stakeholders.
- ❖ Ensure that CeaseFirePA's policy agenda includes both defensive and offensive goals that incorporate quantitative data and impact.
- ❖ Serve as a trusted resource to elected officials, supporters, policy makers, stakeholders, and the general public.

## Strategic Relationship Building and Collaboration

- ❖ Strengthen and maintain community relationships and strategic partnerships to grow the CeaseFirePA advocacy network.
- ❖ Model a strong ethic of transparency, openness, and measured action.
- ❖ Leverage strategic relationships with partner organizations to maximize change.

## Team Leadership

- ❖ Lead and support a talented team of 7, including a Managing Director, Development Director, Director of Organizing, Program Director, Digital Media Manager, and Community Organizer.
- ❖ Establish an organizational structure that ensures CeaseFirePA meets its strategic goals and is best positioned to maximize its reach and impact.
- ❖ Identify and prioritize ongoing learning and professional development so every staff member is equipped with the necessary skills to excel and thrive in their respective positions.



# The Candidate

The next Executive Director of CeaseFirePA will be a proven, dynamic, and visionary individual who will enthusiastically lead the organization and advance its mission. The ED will be an entrepreneurial, innovative, high-energy leader with the passion, drive and skills to mentor the team, grow organizational capacity, expand the funding base, raise the organization's profile, and educate the public and state and local legislators regarding the need for common-sense gun policies. The ideal candidate will possess:

## Background

- ❖ At least 5 years of senior management experience, managing internal organizational operations, including staff, finances, and internal infrastructure, as well as external, public-facing advocacy initiatives.
- ❖ Bachelor's degree is required, advanced degree preferred.
- ❖ Awareness of current and historical trends and public policy developments in gun laws, policies, and the legislative landscape as a whole.
- ❖ An appreciation for and cultural competency within the diverse communities where CeaseFirePA works.

## Skills and Accomplishments

- ❖ Demonstrated success in leading an organization and policy agenda that brings forth positive, large scale change.
- ❖ Proven track record of forging working relationships with diverse elected officials, community leaders, and partner organizations.
- ❖ Experience leading and ensuring legal compliance of complex 501c3 and 501c4 organizations.



- ❖ Ability to direct and manage change, including envisioning possibilities and leading strategy development.
- ❖ Demonstrated financial and fiscal acumen needed to lead an organization with a budget approaching \$1M.
- ❖ Experience developing resources through earned income and philanthropy; ability to assess, implement, and evolve new development opportunities.
- ❖ Experience leading diverse teams in a dynamic, fast-paced, ever-changing environment.
- ❖ Excellent verbal, written, and interpersonal communication skills.

## Leadership Characteristics

- ❖ A persistent and aspiring nature, possessing the fortitude to pursue organizational policies in the face of entrenched opposition.
- ❖ Long-term commitment to overarching and difficult goals.
- ❖ Highly effective interpersonal skills; ability to work with diverse populations; and skill in coalition-building and establishing strategic partnerships.
- ❖ Commitment and ability to model continuous quality improvement.

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Questions, cover letters, résumés, and CVs should be sent to [search@driconsulting.com](mailto:search@driconsulting.com)

DRi is an executive search and development consulting firm that recruits senior leaders and works with them to build talented teams, create bold strategic plans, and design powerful fundraising programs.

CeaseFirePA is an Equal Opportunity Employer and is seeking a diverse slate of candidates for formal consideration.



Search conducted by [Development Resources, inc.](http://www.driconsulting.com) [www.driconsulting.com](http://www.driconsulting.com)

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