



Role: President & Chief Operating Officer

Location: Austin, TX

[The Refuge](#)

Organization

The Refuge's mission is to provide trauma-informed, long-term restoration community with on-site services for girls, minors through age 19, who have been exploited through sex trafficking. The Refuge for DMST™ (Domestic Minor Sex Trafficking), is a registered 501(c)(3) nonprofit organization located in Austin, Texas. Their facility, the Refuge Ranch is a 21-building, labor of love, nestled among the Bastrop County pine trees. The Refuge Ranch, is a long-term, residential, therapeutic community for 48 girls who have been recovered from sex traffickers. Built from the ground up in a beautiful and restorative setting outside of Austin, TX, The Refuge Ranch provides trauma-informed, holistic care for the girls on site, including: psychiatric services from Dell Medical School at The University of Texas at Austin's Department of Psychiatry and the Institute for Early Life Adversity Research; education through the University of Texas-University Charter School (UT-UCS); medical services by community partners; and various therapeutic programs uniquely designed for the development of a child survivor.

The Refuge Ranch is the largest long-term, live-in rehabilitation facility for child survivors of sex trafficking in the United States.

Role and Responsibilities

- Work collaboratively with the board and the Founder, Brooke Crowder. S/he will serve as a partner to Brooke and lead day to day operations of the Refuge Ranch.
- Manage the Federal and State funding streams of the young women living on the Refuge Ranch.
- Codify the intake system of the organization, systemize existing therapeutic modalities and increase utilization of the Refuge Ranch.
- Recruit, develop and coach the leadership at the organization, grooming talent for greater roles and responsibilities.

- Cultivate and solicit new donors while managing existing relationships with donors.
- Prioritize strategic initiatives and tackle key challenges that exist within the organization to further advance The Refuge and the cause.

Professional Qualifications

- Previous experience leading a mission driven organization where she/he has driven strategy, managed a P&L and a team of several managers or directors.
- Ability to handle a high tempo and high stress environment.
- Experience working with State and Government stakeholders and ability to procure and manage government funding for the Refuge's participants.
- Experience operating in a Non-Profit Organization at scale (\$7M+ operating budget) preferred.
- Understanding and firm grasp of workings of the non-profit sector.
- Tech savvy and fluent in a variety of tech applications (Google Suite, Microsoft Office etc).
- Familiarity with trauma rehabilitation and experience with the health or therapeutic rehabilitation interventions with minors that take place at The Refuge.
- Experience fundraising and cultivating donors.
- Firm understanding of Domestic Minor Sex Trafficking (DMST) Issues.
- Bachelor's Degree Required.

Personal Characteristics

- Embodies a growth mindset and positive psychology.
 - Strong spiritual life that informs his or her work.
 - Ability to keep calm and centered in high stress environments; resilient and steadfast in the face of adversity.
 - Strong moral compass, courageous and compassionate with a heart for trauma survivors.
 - A Servant leader who is selfless, humble and has the ability to love a great range of people.
 - Scrappy, comfortable and able to stay calm in high stress situations
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Board of Directors

-  [Brooke Crowder](#)
-  [Rich Steinle](#)
-  [Tracy Steinle](#)
-  [Kelly Terry](#)
-  [Alex Shootman](#)
-  [Jeri Brock](#)
-  [Ben Cannatti](#)
-  [John F. Clark](#)
-  [Maya McReynolds](#)
-  [Kristine Schmidt](#)

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