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Liberty House Job Announcement

Chief Executive Officer

Full-time Exempt - 40 hours

Compensation: \$125,000 - \$150,000/annually DOE

Excellent benefits package

Overview

Liberty House is seeking an experienced, dynamic leader to serve as its next Chief Executive Officer!

Liberty House, www.libertyhousecenter.org, is a mission-driven, nonprofit Children's Advocacy Center offering a wide range of services for children and families referred for concerns of abuse, neglect, domestic violence, trauma and grief. With an annual budget of over \$5.3 million, a sophisticated Board of Directors and an outstanding team, Liberty House helps over 1,000 children each year and leads our community in the assessment, treatment and prevention of childhood trauma. For children birth – age 18, our clinic offers comprehensive child abuse assessments including medical checkups, child forensic interviews and family support, as well as medical-only or forensic interview-only appointments. Our Hope & Wellness program offers evidence-based, trauma-focused mental health therapy for children, teens and adult survivors of early trauma. Our Community Engagement and Prevention teams help youth and adults take action to prevent abuse before it occurs. We facilitate active community involvement in constructive approaches to keep kids safe. Liberty House developed the highly-respected *iRespect&Protect* program (<https://irespectandprotect.com>) which offers free resources for children, youth and adults as well as a curriculum designed for middle school classes, *myWorth*.

Liberty House is an independent 501(c)(3) corporation serving Marion and Polk Counties in Oregon and has helped over 16,000 children since opening in 1999. Liberty House is an active member of the statewide Oregon Child Abuse Solutions (www.oregoncas.org) network and is nationally accredited by the National Children's Alliance (www.nationalchildrensalliance.org). A sophisticated team of seasoned managers provide innovative leadership at Liberty House and work collaboratively with each other and Liberty House leadership to advance the Liberty House mission.

The ideal next CEO will bring vision and exceptional leadership to the Liberty House team, Board of Directors, and the broader community. The Liberty House CEO inspires and equips internal teams to work together effectively, works collaboratively with the Community Engagement Director to motivate robust

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community and philanthropic support, serves as a Co-Chair of the Marion County Multidisciplinary Child Abuse Team and participates actively in the Polk County Child Abuse Team. The CEO participates in many community advisory groups including the Public Safety Coordinating Councils of Marion and Polk Counties. The CEO also works collaboratively with OCAS to advocate for optimum state and national funding for children's advocacy centers.

The role of Liberty House CEO offers regular opportunities for public speaking in front of groups of all sizes. The Liberty House CEO must possess excellent meeting facilitation skills. The ideal CEO will demonstrate effective fiscal management, competence in overseeing clinical and mental health programs, strategic planning prowess, outstanding written and oral communication skills, magnetic leadership, openness to learning, the ability to develop authentic relationships with key donors, the ability to manage time effectively while handling unexpected developments calmly, the ability to informally mediate conflicts with ease, and an energetic approach to ongoing professional development.

About the Area

Featuring a gorgeous Children's Garden maintained by volunteers, the main Liberty House campus is in Salem, Oregon and our satellite campus serving North Marion County is in wonderful Woodburn, Oregon. Located in the beautiful Willamette Valley, both are within two hours of Oregon's spectacular coastline, Multnomah Falls, Mt. Hood, and the scenic Columbia River Gorge. As Oregon's capital, Salem is home to an award-winning school system, abundant parks and recreational activities, a friendly climate, and historic attractions including Willamette Heritage Center, Deepwood Estates, the Bush House Museum, and the Oregon State Capitol. Recreation and liveability are top priorities for Salem, as shown by Riverfront Park, the Peter Courtney Minto Island Bicycle & Pedestrian Bridge, Gilbert House Children's Museum, and many year-round community festivals and recreational competitions. The award-winning Salem Health system (<https://www.salemhealth.org>) supports the community, and an active Salem Area Chamber of Commerce (<https://salemchamber.org>) promotes local businesses, great restaurants, a vibrant downtown area, and produced this wonderful video: <https://youtu.be/GHTWUBLT-tQ>. Within an hour's drive you will find several world-renowned local wineries in Polk, Marion and Yamhill Counties. An exciting array of top-notch cultural assets in nearby Portland includes the Oregon Symphony, Oregon Ballet Theatre, the Oregon Historical Society, the Portland Art Museum, the Oregon Zoo, Washington Park (home to the Portland Japanese Garden and the International Rose Test Garden), and the Lan Su Chinese Garden. Several major universities including Willamette University, the University of Oregon, Oregon State University, Portland State University, Oregon Health & Science University, Corban University, and Western Oregon University create an enriching educational environment and enhance local liveability.

Excellent Benefits Package

Liberty House offers superb benefits to support our staff:

- Health Benefits include family coverage options, health, eye and dental insurance with 95% premium coverage for the employee-only plans.
- Retirement plan with up to a 3% match
- Wellness program which includes gym membership support, an employee assistance program, and regular organizational wellness activities including team building and staff retreats
- Professional development and peer support
- Paid Time Off including sick leave and vacation leave days

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- 13 paid holidays
- An office culture focused on honesty, integrity, courage, and an outward mindset
- Regular Monday through Friday, 8am to 5pm schedule for full time and flexible working hours for part time. Some evenings and weekends are required for the CEO.

Additional Details: Chief Executive Officer

The Chief Executive Officer (CEO) works under the guidance and direction of the Liberty House Board of Directors, with the Chair of the Board or the Chair's designee being the point of contact and communication. The Board Chair performs the CEO annual review and the Executive Committee determines compensation. The CEO is responsible for the leadership, operation and effectiveness of all agency activities and overall agency operations. In this role, the CEO is responsible for the day-to-day financial/budget management, program management, program development, and fund development activities. The CEO is expected to provide leadership to a team of 30+, ensuring strong provision of quality services and employee morale, team relations, and organizational health are at optimum levels. The CEO is also responsible for maintaining a positive, cooperative relationship with partnering agencies, other service providers, community leaders, elected officials, and funders.

Minimum Qualifications

Education: Bachelor's degree or higher from an accredited college or university in the fields of business, management, nonprofit leadership, psychology, social work, organizational leadership, healthcare administration, law, or other relevant field.

Experience: Five years or more of employment in a similar nonprofit or for-profit organization or public agency, with a minimum of two years' experience in supervision, management or leadership. Familiarity with the National Children's Alliance National Standards of Accreditation (2025) may be helpful but is not required.

Demonstrable experience engaging with community-based organizations, partnerships, agencies or advocacy efforts would be desired.

To Apply

The job application may be found at <https://libertyhousecenter.org/careers/> under the CEO Job Announcement.

Please email a cover letter, the fully completed application, and resume to:

recruitment@cascadeemployers.com

Cascade Employers is assisting with this recruitment.

Letters of recommendation are allowed but not required; please submit no more than two.

Incomplete applications will not be considered.

This recruitment will be effective August 11, 2026, and remain open until filled.

****Please submit your materials on or before 5:00 pm Friday, August 21, to be included in the first round of review.****

Liberty House is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, national or ethnic origin, protected veteran status or other legally protected status.

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