

# Executive Director, Breaking Free • Minnesota

Breaking Free, founded in 1996 in Saint Paul, is a survivor-centered nonprofit dedicated to ending sex trafficking and exploitation while supporting survivors in building safe, stable futures. With nearly 30 years of impact, Breaking Free provides safe housing, trauma-informed services, advocacy, and community education across Minnesota. Our holistic model — shaped by lived experience and grounded in racial equity — has supported thousands of survivors and continues to drive systemic change in Minnesota and beyond.

We are seeking a strategic, equity-centered **Executive Director** to lead Breaking Free into its next chapter. This leader will bring strategic and relational acumen — someone who can hold organizational complexity while staying grounded in community, healing, and justice.

## The Opportunity

The Executive Director (ED) serves as Breaking Free's primary leader, strategist, and ambassador. Reporting to the Board of Directors, the ED guides a committed staff team and board of directors to advance the mission through strong operations, community-rooted leadership, and values-driven decision-making.

## Key Responsibilities

### Strategic & Visionary Leadership

- Lead implementation of the strategic plan.
- Cultivate a trauma-informed, racially equitable, psychologically safe organizational culture.
- Center lived experience in leadership and decision-making.

### Board Partnership & Governance

- Serve as primary liaison to the Board.
- Support governance development, recruitment, and strategic planning.

### Financial Stewardship & Sustainability

- Oversee organizational budget and fiscal integrity.
- Lead diversified fundraising across government, foundation, and individual sources.
- Advance equity-informed compensation and financial decision-making.

### Staff Leadership, Culture & Equity

- Supervise senior leadership; foster collaborative, accountable management.
- Champion staff wellbeing, professional development, and sustainable workloads.

- Lead organizational equity initiatives

### **Programs, Services & Community Impact**

- Ensure programs are grounded in evidence, lived experience, and continuous learning.
- Maintain compliance with grants, contracts, and licensing.
- Build partnerships with community organizations, government agencies, and coalitions.

### **External Relations & Advocacy**

- Serve as Breaking Free's spokesperson and ambassador.
- Lead advocacy aligned with policy priorities: decriminalization, harm reduction, housing justice, racial equity.
- Ensure Breaking Free is represented at local, state, and national convenings.

### **Operational Excellence**

- Oversee HR, technology, and compliance infrastructure.
- Lead trauma-informed change management.
- Ensure risk management and legal compliance across all functions.

## **Qualifications**

We welcome candidates with diverse pathways into leadership — including lived experience, community leadership, and nontraditional career trajectories. As the description states, *“No formal degree is required... lived experience is considered a meaningful qualification.”*

### **Required & Highly Valued Qualifications**

- Demonstrated commitment to racial equity, social justice, and trauma-informed leadership.
- Understanding of trafficking, sexual exploitation, gender-based violence, housing instability, and/or survivor services.
- 7+ years of progressive leadership experience in nonprofit, government, or community-based settings.
- Experience managing senior teams.
- Proven fiscal management experience with budgets of \$1M+.
- Diversified fundraising experience.
- Strong communication and relationship-building skills.
- Familiarity with Minnesota's nonprofit landscape and policy environment.

## **Compensation & Benefits**

- **Salary:** \$95,000–\$125,000, commensurate with experience.

- **Benefits:** Medical, dental, vision; 401(k) with 4% employer match; disability and life insurance; EAP; generous PTO, holidays, safe/sick leave.
- **Professional Development:** Annual stipend.
- **Work Flexibility:** Primarily remote; Minnesota-based.

## How to Apply

Applications reviewed on a rolling basis. Submit cover letter + résumé as one PDF document to [breakingfree@mightyconsulting.org](mailto:breakingfree@mightyconsulting.org) by **October 9, 2026**.

Breaking Free strongly encourages applications from:

- People with lived experience of trafficking or sexual exploitation
- Black, Indigenous, and people of color
- LGBTQIA+ leaders
- People with disabilities
- Women and non-binary leaders