



The Exodus Road®

The Exodus Road Job Opening Announcement

Job Title: Vice President, Global Operations

Job Objective: Provide Executive Leadership to the Global Operations Department

Job Location: Colorado Springs, CO

Department: Global Operations

Salary Range: \$95,000-\$115,000

Vice President, Global Operations Job Description

The Exodus Road (TER) envisions a world where victims of human trafficking are freed and those who enslave them are brought to justice. The Exodus Road will accomplish this vision by utilizing covert investigations teams to assist law enforcement in identifying victims, collecting evidence against traffickers and advocating for police action.

The VP of Global Operations (VPGO) will be responsible to lead the Global Operations Department from its current stage to a more mature department, capable of delivering on its long term vision. Specifically, s/he will ensure that operations strategies, values and best practices are effectively implemented across all segments and countries of current and future operations.

The VPGO will have overall strategic and operational responsibility for TERs global investigative staff, programs, expansions, and execution of its mission as it relates to the department. S/he will develop and maintain deep knowledge of field offices, core programs, operations, and business plans.

This executive level position encompasses the following six primary accountabilities:

- **Department Vision & Trajectory:** The VPGO is responsible to serve as a visionary of the department, taking TER's global operations forward into program expansions and continued mission relevance globally.
- **International Governance:** The VPGO will serve as a leader over all global offices, programming and office level governance to include; staffing, financial controls, best practice implementation, as well as, establish and maintain key government and non-government stakeholders in support of the organizations programming, mission and vision.

- **Global Operations Oversight & Strategic Management:** The VPGO will serve the organizations global programming by overseeing global operational plans, global staffing support structures, insure global operational excellence and empower teams with training to remain an effective force in fighting human trafficking. The VPGO will also be responsible to ensure field reporting is completed in a timely manner and disseminated to the appropriate departments throughout the organization.
- **Advancement:** The VPGO will serve as a member of the organizations advancement team, specifically engaging with assigned high net worth stakeholders, public speaking, and leveraging his/her expertise when appropriate to support social media events in order to secure funding for global programming.
- **Executive Leadership:** The VPGO will build and lead a team in support of all global operations functions, shepherding the departments varied initiatives, ensuring the overall functioning of the department is in line with the values and best practices established by the Board of Directors and that department deficiencies are identified and remedied.

GENERAL RESPONSIBILITIES:

- Work closely with the CEO to ensure ongoing local and global programmatic excellence, rigorous program evaluation, and systems; recommend timelines and resources needed to achieve the strategic goals
- Lead, coach, develop, and retain TER's high-performance global management team. Positions may include; Director of Global Operations, Global Operations Manager, Global Training Manager, Beyond Rescue Program Coordinator, Traffickwatch Program Coordinator.
- Ensure effective systems to track scaling progress, and regular evaluate program components, so as to measure successes that can be effectively communicated to the CEO, Executive Team and other constituents
- Work closely with the CEO to design global expansion and complete the strategic business planning process for the program expansion into new markets
- Directly manage the Global Operations team of professionals to include; SE Asian Regional Manager, LATAM Regional Director, Director of Delta Team

SPECIFIC RESPONSIBILITIES:

- Travel to all field offices not less than once per year to provide oversight of programming, leadership & tactical training and serve as liaison and organization representative to embassies and key law enforcement partners
- Collaborate with global leadership in the creation of annual plans, proposals, budgets and expansions
- Serve as chief liaison between the global staff and the executive team
- Serve as a senior liaison between the organization and foreign governments, agencies, and key stakeholders
- Leverage authority to provide oversight and implementation of global financial controls

- Serve as senior advisor regarding expansions, increased global staffing and program roll-outs
- Participate in bi-weekly executive staff meetings, reviewing key performance indicators of the Global Operations Department, identifying and resolving organizations choke-points
- Conduct weekly meetings with the organization's executive staff
- Conduct weekly global command briefings with global senior staff
- Host a monthly global command round table meeting with global senior staff and the executive team
- Present a monthly operations report to the HQ staff once per month at an "All-staff Rally", coordinating international field office participation
- Participate in quarterly foreign board meetings in various countries of operation
- Oversee the roll-out of programming into new countries, ensuring the proper strategy and key relationships are secured for a successful expansion
- Serve as a key player in the procurement of donated services and gift in kind
- Understand and fully implement the "command and control" systems which govern global operations to include; 360 Aware, Absorb Training Platform, Case Closed, Cellebrite, TraffickJam, "monday.com" Program Management Tools, Voxer, Slack
- Understand, contribute to, and fully implement the departments governing documents to include; Field Operations Manual, Annual Department Strategic Plan & Budgets, OPSEC Policy, HR Policies, Financial Policies.
- Leverage expertise as an undercover operative and tactical operations command specialist to guide the best practices and operational excellence of a team of 30 foreign national investigators and 20 Volunteer Covert Investigations Officers (VCIO's) to implement operations in their various countries of operation
- Develop law enforcement relationships in order to support complex transnational human trafficking cases with an emphasis on dismantling criminal networks
- Participate and serve as a senior authority in the Tactical Operations Command (TOC) on all "Deployments" where VCIO's are deployed to a country of operation in support of TER's national staff

Qualifications

The VPGO will be thoroughly committed to TER's mission. All candidates should have proven leadership, coaching, and relationship management experience. Concrete demonstrable experience and other qualifications include:

- 10+ years of senior management experience; track record of effectively leading and regionally and/or nationally scaling a performance- and outcomes-based program and staff; ability to point to specific examples of having developed and operationalized strategies that have taken an organization to the next stage of growth
- Unwavering commitment to quality programs and data-driven program evaluation
- Excellence in departmental management with the ability to coach staff, manage, and develop high-performance teams, set and achieve strategic objectives, and manage a budget of \$1,000,000+

- Past success working within a team of executives
- Strong cross-cultural communications experience
- Strong written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills
- Action-oriented, entrepreneurial, adaptable, and innovative approach to business planning
- Ability to work effectively in collaboration with diverse groups of people
- Passion, idealism, integrity, positive attitude, mission-driven, and self-directed
- 10+ years experience cross-culturally leading and managing international programming, overseeing teams of at least 10 persons
- 10+ years experience interfacing with foreign governments, embassy's and representing programming to foreign key stakeholder
- 10+ years experience as an undercover operative operating in domestic and international environments
- Expert public speaker, able to present to audiences of any size as a key note speaker
- Consistent track record of successful personal annual fundraising of \$200,000/year
- Minimum education: Bachelors degree in related field of study.

ORGANIZATION RELATIONSHIPS:

- CEO
- Executive staff
- Field staff to include; Regional Directors, Country Directors and field staff
- Cross-departmental relationships at the Director level

To Apply:

Please submit your resume and cover letter to careers@theexodusroad.com.

While this is a description of the essential functions of the position, other duties may be assigned. This job description is subject to change at the discretion of management. The Exodus Road is an equal-opportunity employer and does not discriminate based on gender, race, ethnicity, sexual orientation, marital status, physical ability or any other legally protected basis. TER evaluates all candidates on a merit basis.
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