Boston Area Rape Crisis Center
Job Opportunity
Talent and Equity Senior Director

What we do
Since 1973, the Boston Area Rape Crisis Center (BARCC) has been a leader in the movement to end sexual violence. BARCC empowers survivors of sexual violence to heal and provides education and advocacy for the social change needed to create cultures that prevent sexual violence. We rely on our dedicated, brilliant staff to do this important work, and our team is growing!

The role
Our leadership team is currently recruiting for a full-time Talent and Equity Senior Director. You will ensure the successful operation of BARCC’s human resources function and provide input and direction to senior leadership in the areas of talent management, talent acquisition, diversity and inclusion, employer branding, employee engagement, employee development, performance management, employee relations, total rewards, HR systems, and payroll. This position works closely with the Executive Director and other stakeholders across the organization to provide expert guidance on BARCC’s people management processes while cultivating an inclusive and positive organizational culture in alignment with BARCC’s mission and philosophy to assist in furthering BARCC’s mission of ending sexual violence through healing and social change.

Where and when you’ll work
BARCC’s staff, operations, hours, and location vary by function, type of work, and work style. You’ll primarily work from our Cambridge office, located at 99 Bishop Allen Drive. This is a full-time, exempt position where you can expect to work regularly Monday through Friday. BARCC is open to discussing options such as flexibility in scheduling and occasional remote work.

What you’ll do
● As a member of the BARCC’s leadership team, this position holds organization-wide or “horizontal” responsibilities. All members of the leadership team share responsibility for successful stewardship of the organization and fiduciary duties as they relate to the following management areas: Organizational Accountability, Strategic Direction, Department Management, Fiscal Responsibility.
● Work closely with supervisors to enhance and support workforce diversity, inclusion and organizational culture to ensure alignment with BARCC values: Collaboration, Community, Accountability, Empowering survivors, Innovation, Social Justice, Survivor Centered, Thriving Workplace.
● Provide strategic leadership utilizing a deep understanding of racial and other identity-based equity issues in the workplace and implement human resource practices reflective of that value.

What you’ll bring
• 8 years of progressive experience and responsibilities in all aspects of human resources management, including a minimum of 3 years at the senior management level, preferably within a nonprofit organization
• Demonstrated commitment to excellence, inclusion and diversity in the workplace with the ability to demonstrate significant knowledge of and a direct, positive impact on fostering organization-wide racial and identity-based equitable practices
• Proven experience and competency with employee benefit and payroll administration
• Commitment to the mission of the Boston Area Rape Crisis Center

What we offer
• The opportunity to make meaningful change and improve the lives of others through mission-driven work, at all levels of the organization.
• The most compassionate, supportive, and fun-loving colleagues around—who will shower you with warm welcomes, funny memes, and regular shout-outs for your contributions.
• An investment in your health, well-being, and professional development through competitive benefit offerings, generous time off policies, professional development funds and opportunities, and ongoing improvements to proactively manage vicarious trauma and mental health.

Starting salary range and benefits
$80,000 to $100,000, depending on experience and skills. The total compensation package includes a generous benefits package, including health, dental, vacation, sick time, and other coverage options.

Hiring process and timeline
Please submit via our online application system your resume and cover letter stating your interest and related experience to be considered for this position. No phone calls please. This opportunity will remain open until we find the best fit possible. The full hiring process will include a phone-screen interview, first-round in-person interview, and final team interview. Reasonable accommodation provided upon request.

About us
One of BARCC’s core values is social justice by countering oppression and we’re doing a lot of work to examine our organizational practices to be consistent with our values to build a more inclusive and diverse work environment.

We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, veteran status, or any other status protected by applicable law.

To view the full job description or learn more about BARCC, please visit barcc.org.