

Position Profile

Executive Director

California Women's Law Center

Greater Los Angeles Area — South Bay



About California Women's Law Center

The California Women's Law Center (CWLC) is a leading non-profit organization whose mission is to create a more just and equitable society by breaking down barriers and advancing the potential of women and girls through transformative litigation, policy advocacy, and education. Founded in 1989, CWLC has been at the forefront of gender equality advocacy in California and beyond, focusing on the unique legal needs of women and girls.

CWLC recognizes the intersectionality of the many challenges women face throughout their lives. Unfortunately, it is rare that women experience just one type of discrimination, and CWLC is committed to addressing these interconnected issues. We focus on four broad areas, each of which encompasses several specific issues: Title IX and gender discrimination, women's health, violence against women, and women's economic security.

Because these issues are often interrelated, an impact made in one area frequently has multiple effects. For instance, when women are paid equally, they can make choices regarding financial autonomy, which can enable them to leave an abusive partner, leave a job where they are subjected to harassment, afford health care, raise their families in a healthy environment, or take advantage of educational opportunities. When Title IX and the fair treatment of female athletes are enforced, girls can build leadership skills and take advantage of academic opportunities that will equip them for professional success and greater economic stability as adults. With fair pay, women have more access to affordable housing, enjoy greater mental and physical health, raise their families in safe environments, and avoid aging in poverty.

For over thirty years, CWLC has evolved to meet the needs of women and girls in our state and will continue to address persistent and emerging issues impacting their lives. Today, CWLC benefits from a strong and stable foundation of financial resources, allowing us to sustain and grow our impact with confidence and strategic focus.

Learn more about California Women's Law Center at www.cwlc.org



The Opportunity

The California Women's Law Center stands at a pivotal inflection point—grounded in a strong legacy of legal advocacy and poised for its next chapter of strategic growth and expanded influence. With a mission to advance the rights of women and girls, CWLC applies a gender equity lens to issues such as Title IX enforcement, reproductive justice, and systemic discrimination. Its dedicated and respected legal team is supported by a solid financial foundation, including \$3 million in reserves and stable funding from the State Bar. Having stabilized in recent years, the organization is well-positioned to grow its staff, broaden its reach beyond litigation, and deepen its presence throughout California.

This is a rare and powerful moment for a visionary leader to join CWLC as Executive Director and shape its future. With a committed Board and staff, a respected reputation, and clear momentum, the next leader will build on CWLC's strengths in litigation, policy, and advocacy to address the urgent and intersecting challenges facing women, girls, and marginalized communities today. They will bring strategic vision, public presence, and coalition-building expertise to elevate CWLC's visibility and impact, particularly beyond its Los Angeles base. With opportunities to diversify funding, strengthen cross-sector partnerships, and drive systems change, this role offers a dynamic platform to amplify the voices of those most impacted and position CWLC as a bold, collaborative force for gender equity across California.



Candidate Profile

The Executive Director will provide overall strategic, operational, and financial leadership for CWLC. In close partnership with the Board of Directors, staff, and external stakeholders, the Executive Director will drive the organization's mission forward—leveraging CWLC's litigation, policy, and advocacy strengths to address the evolving needs of women, girls, and marginalized communities across California. This visionary leader will bring a deep and demonstrated commitment to gender justice, inspiring and guiding a passionate team, serving as a compelling public voice, and cultivating strong relationships and partnerships statewide to advance CWLC's bold, equity-centered agenda.

The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

Passion for the Mission and Gender Equity and Justice Expertise

The Executive Director will possess a deep-rooted commitment to advancing gender equity, legal advocacy, and the rights of women and girls. This individual will bring substantive experience in areas such as reproductive justice, Title IX enforcement, economic security, and gender-based violence—ideally within the context of California's evolving legal and policy landscape. While a JD is not required, the ability to understand, interpret, and effectively advocate around complex legal and policy issues is critical. The ideal candidate will have a demonstrated track record of working in or adjacent to the legal services sector, with a particular focus on serving low-income communities and underrepresented populations. This is a role for someone who is not only passionate about the work but also grounded in the realities of systemic inequities and driven to use their leadership to disrupt those barriers through thoughtful, impactful action.

Strategic and Visionary Leader

The Executive Director will bring the strategic thinking and vision necessary to guide the organization into its next era, helping to define and sharpen its core issue areas while ensuring alignment between programmatic priorities and mission impact. This leader must balance ambition with discipline, bringing the capacity to navigate a complex social and political environment while pacing growth in a sustainable and mission-aligned way. With much of the groundwork already laid—from recent staffing to a refreshed financial infrastructure—the Executive Director will be charged with charting a forward-looking path that is clear, bold, and inclusive of staff, partners, and communities. They will be the kind of leader who can inspire new possibilities, translate vision into action, and center long-term impact over short-term wins.

External Relations and Fundraising

The Executive Director will serve as CWLC's primary public advocate and ambassador, responsible for elevating the organization's visibility and influence across California. They will lead external engagement efforts by strengthening and expanding partnerships, cultivating relationships with funders, and positioning CWLC as a leader in gender equity and legal justice. A key priority will be stewarding and diversifying revenue streams, including State Bar funding, foundation grants, individual donors, and corporate sponsors. The Executive Director will also lead fundraising campaigns and events to ensure the organization's financial sustainability and growth.

Operations and Organizational Leadership

Internally, the Executive Director will oversee the full scope of nonprofit operations, including finance, human resources, compliance, technology, and vendor management. With a small but dedicated team in place, they will ensure day-to-day operations run efficiently while building systems that support future growth, program evaluation, and institutional learning. They will also be responsible for developing and implementing a comprehensive strategic plan aligned with CWLC's mission, fostering a culture of collaboration, inclusivity, and excellence. Balancing strategic vision with operational rigor will be essential to their success.

Board Relations and Management

The Executive Director will be a skilled and strategic partner to the Board of Directors, helping to evolve its governance structure, deepen its engagement, and support its continued development. CWLC's Board includes highly accomplished legal professionals and seeks to expand its ranks to include leaders with expertise in philanthropy, marketing, finance, and lived experience related to the organization's mission. The Executive Director will bring the ability to lead this work thoughtfully, conducting gap analyses, supporting strategic recruitment, and facilitating clear and productive communication. They will provide consistent and transparent updates, foster accountability, and engage Board members in ways that align with their strengths and interests. This is a role for someone who understands the role of the Board as a strategic asset and can help guide and galvanize Board leadership in support of CWLC's evolving goals.

Excellent Relationship Builder, Collaborator, and Communicator

At its core, CWLC is a mission and relationship-driven organization. The next Executive Director will lead with emotional intelligence, humility, and integrity, creating an environment where staff feel valued, respected, and inspired to contribute their best work. This leader will prioritize inclusive collaboration, thoughtful communication, and a culture of transparency and shared purpose. They will be skilled at building bridges, connecting with new and existing coalition partners, cultivating new strategic alliances, and deepening community ties to expand the organization's reach and relevance across California. Internally, they will support and develop a close-knit, high-performing team, fostering a culture of mutual accountability, professional growth, and compassion. This is a role for someone who leads not through hierarchy, but through influence, trust, and deep alignment with the values of justice, equity, and collective care.



Key Responsibilities

Strategic Leadership and Staff Management and Development

- Oversee, manage, and develop CWLC staff of at least 5 (five) including at least 3 (three) attorneys with insight, energy, and encouragement.
- Oversee professional development of staff and implement new policies and practices as needed.

Program Development and Advocacy

- Lead the development, implementation, and evaluation of CWLC's programs and services, ensuring they align with the organization's mission and strategic goals.
- Oversee CWLC's litigation efforts, policy advocacy, and educational initiatives, ensuring they are impactful and advance the rights of women and girls.
- Serve as a spokesperson for CWLC, representing the organization in the media, at public events, and in legislative and legal settings.
- Guide the development and execution of educational trainings and technical assistance programs, ensuring they meet the needs of both legal professionals and community members.



Operational and Financial Management

- Oversee the day-to-day operations of CWLC, ensuring that all programs and activities are executed efficiently and effectively.
- Develop and manage the organization's annual budget, ensuring financial sustainability and accountability.
- Identify and secure funding opportunities, including grants, donations, and partnerships, to support CWLC's programs and initiatives.
- Ensure compliance with all legal and regulatory requirements, including financial reporting and organizational policies.
- Work with external auditors to produce annual financial statements and tax filings, ensuring accuracy, transparency, and compliance.
- Ensure compliance with all requirements imposed by the State Bar of California for certain funds.

Board Relations

- Collaborate with the Board of Directors to ensure effective governance and strategic oversight of the organization.
- Provide regular updates to the Board on the organization's performance, including financial health, program outcomes, and strategic initiatives.
- Assist in the recruitment, orientation, and development of new Board members.

Stakeholder Engagement and Partnerships

- Build and maintain strong relationships with key stakeholders, including donors, partners, legal professionals, policymakers, and community organizations.
- Represent CWLC in coalitions and networks that advance the rights of women and girls.
- Engage with and support policy leaders, school administrators, and other stakeholders in crafting and enforcing laws that impact women's ability to thrive.
- Engage the public and stakeholders through social media to carry the organization's message, drive participation in programming, and increase the visibility of CWLC.

Fundraising and Development

- Develop and execute a comprehensive fundraising strategy to support CWLC's operations and programs, for the immediate and long-term stability of the organization.
- Develop and execute a fundraising plan to secure the annual income requirements of the organization.
- Develop a proactive plan-based approach to fundraising that takes into account which foundations, governmental entities, individual donors, and corporations are likely to fund the activities of the law center.
- Cultivate and steward relationships with individual donors, foundations, and corporate sponsors.
- Oversee the planning and execution of fundraising events and campaigns.

Compensation and Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$200,000 - \$220,000 with a generous benefits package.

Contact

DSG | Koya has been exclusively retained for this engagement. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at CWLC_ED@koyapartners.com. All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The California Women's Law Center is an equal opportunity employer. We are committed to creating an inclusive environment for all employees and to ensuring that our staff reflects the diversity of the communities we serve. We encourage applicants from all backgrounds to apply.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).