



# SAFE PASSAGE

## Job Description Georgia State Director

### ORGANIZATION OVERVIEW

Safe Passage is a Christ-centered nonprofit committed to preventing child trafficking and sexual exploitation by walking with youth on their journey toward healing, purpose, and hope. We serve children who have experienced deep trauma—meeting them where they are, as they are—and create pathways for them to thrive in freedom, community, and faith.

Safe Passage is known for building grassroots movements of prevention and restoration. We prioritize authenticity, youth leadership, and trauma-informed care, offering a model that is youth-centered, youth-led, and youth-friendly. Our mission is to ensure that children once hidden in darkness are now known, seen, and surrounded by community in the light.

### POSITION DESCRIPTION

The Georgia State Director (SD) will lead the launch of Safe Passage into Georgia, establishing and scaling the organization's first chapter in the state. Based in Atlanta, this entrepreneurial role is ideal for someone who loves Jesus, is passionate about youth, social impact, and systems change—and who thrives in building something from the ground up.

The SD will be responsible for developing a grassroots movement aligned with Safe Passage's mission, values, and standards. This includes building local partnerships, growing donor support, recruiting and developing a team, and overseeing all operations in Georgia. The role requires grit, bold vision, and the spiritual maturity to navigate complexity while championing hope and healing.

## KEY QUALIFICATIONS

- Deeply rooted in Christian faith and aligned with [Statement of Faith](#)
- Entrepreneurial with demonstrated success in launching or leading initiatives
- Experience working with vulnerable youth and families
- Strength in building partnerships, fundraising, and nonprofit leadership
- Confident and effective mission communicator
- Ability to manage a team while driving growth and strategy
- Bachelor's degree or equivalent experience in nonprofit management, ministry, or victim services
- Located in Atlanta or willing to commute regularly throughout the city and surrounding areas

## PRIMARY RESPONSIBILITIES

### Launch & Organizational Development (30%)

- Establish Safe Passage in Georgia from the ground up
- Recruit, train, and supervise staff, mentors, and volunteers
- Manage startup operations, financial systems, and reporting with support from National HQ
- Promote local fundraising campaigns and donor stewardship
- Maintain accurate donor records and financial tracking

### Community Engagement & Growth (30%)

- Develop and maintain partnerships with churches, nonprofits, schools, and referral networks
- Build a local base of referral providers, mentors, volunteers, and advocates
- Plan, coordinate, and host regular outreach events, awareness campaigns, and community trainings
- Speak publicly about the mission, reaching donors, churches, and civic leaders
- Assemble an Advisory Committee that is driven to advance the mission

## **Mission Alignment & Youth Impact (30%)**

- Ensure all programming aligns with Safe Passage's faith-based, trauma-informed approach
- Oversee the recruitment and support of mentors
- Create a safe, consistent environment for youth navigating trauma and exploitation
- Cultivate a chapter culture that is youth-centered, grace-filled, and hope-driven

## **Volunteer Management & Support (10%)**

- Recruit and place volunteers in meaningful roles
- Lead monthly prayer gatherings and volunteer appreciation
- Oversee administrative volunteers and ensure team alignment and cohesion

## **BENEFITS**

- 3% Employer-Matched Retirement Contribution
- \$250 per year for personal counseling or retreat
- 15 PTO days annually
- Paid holidays and leave according to the Employee Handbook
- 50% work from home flexibility

## **SELF-ASSESSMENT**

This role involves engaging with high-risk youth and underserved communities. Please consider:

- ☐ Am I comfortable navigating challenging conversations about sex, abuse, addiction, and trauma?
- ☐ Can I build trust with youth who have experienced deep betrayal and trauma?
- ☐ Am I able to maintain professional composure in high-stress, crisis, or under-resourced environments?
- ☐ Am I willing to enter homes or communities that may be unsafe, unfamiliar, or

uncomfortable?

- ☐ Am I committed to serving all youth—regardless of their background, beliefs, behavior, or identity?

## **HIRING PROCESS**

We take the hiring process for our leadership roles seriously and consider this both a discernment and strategic alignment journey. The Georgia SD position will follow a multi-step process appropriate for a director-level role:

1. **Interest Interviews (1-2)** – Initial phone/video interviews to assess alignment, heart, and availability.
2. **Staff & Leadership Interviews (2)** – Conversations with Safe Passage leadership and team members to assess cultural fit, leadership style, experience, and communication skills. This stage will include a completed background check and employment application.
3. **Board Interview (1)** – Finalists will meet with Safe Passage’s Board of Directors to assess strategic vision, leadership presence, and alignment with organizational values.

## **TO APPLY**

**Email resume and statement of interest to [cara.starns@safepassageusa.org](mailto:cara.starns@safepassageusa.org).**

**Learn more at [www.safepassageusa.org](http://www.safepassageusa.org).**