



Co-Executive Director

Civil Survival

Seattle, Washington

Salary: \$164,000 - \$185,000

The Organization

Founded in 2015, Civil Survival is an organization led primarily by people who have personally experienced the criminal legal system. Headquartered in Washington State, we work to build community, dismantle barriers to reentry, and advance policies that expand opportunity and restore rights for justice-impacted people.

Our work is grounded in four core values: Equity, Community, Lived Experience, and Humanity. We believe change must be led by those closest to the issues. At every level of our organization, from our leadership team to our staff and community leaders, lived experience informs how we approach advocacy, legal services, and organizing.

Civil Survival's programs and impact include:

- **Policy & Advocacy:** Shaping and advancing statewide reforms that have eliminated tens of millions in legal debt and expanded voting rights.
- **Community Organizing & Civic Engagement:** Through our Game Changers network, we reach thousands of justice-impacted individuals, register and mobilize voters, and train new advocates to testify, organize, and lead.
- **Legal Services & Reentry Support:** Our attorneys and staff provide direct assistance to more than 400 people each year, including vacating convictions and eliminating legal financial obligations.
- **Leadership Development:** We offer fellowships, trainings, and opportunities that amplify the voices of those most impacted by incarceration.

In 2024, Civil Survival:

- Helped eliminate \$43 million in juvenile legal debt through state legislation.
- Handled 1,450+ legal cases for individuals navigating reentry.
- Removed \$1.3 million in criminal legal debt for our clients.
- Reached 27,000+ people through voter outreach campaigns led by formerly incarcerated leaders.

We envision a world without incarceration, where people are not defined by their past and are valued for their humanity.

Staff Size	Annual Budget	Year Founded
17	\$2.5M	2015

The Position

Civil Survival is seeking a new Co-Executive Director (Co-ED) to serve as the organization's external leader and partner with current Co-ED Corey Guilmette, who oversees legal services and operations. The Co-ED will play a critical role in strengthening Civil Survival's visibility, fundraising, and relationships with community, policy, and philanthropic partners, while also co-leading the organization's strategic direction and culture.

This Co-ED will:

- Serve as the organization's primary external voice, representing Civil Survival with funders, policymakers, coalitions, and the media.
- Lead fundraising and development efforts, including cultivating major donors, sustaining foundation and government partnerships, and identifying new funding opportunities.
- Work closely with the Board of Directors to align on strategy, governance, and fundraising.
- Partner with Corey Guilmette to co-lead staff and organizational culture, ensuring that Civil Survival continues to be a by-and-for space where people with lived experience can thrive.
- Guide and mentor staff across advocacy, policy, and organizing functions, centering lived experience in decision-making.

This is a unique opportunity to co-lead one of Washington's most visible organizations working to dismantle barriers to reentry. The successful candidate will bring a mix of movement credibility, fundraising ability, and organizational leadership, along with a deep belief in the dignity and power of people directly impacted by the criminal legal system.

ROLE OVERVIEW

The Co-Executive Director will share overall organizational leadership with the current Co-ED, with a focus on external leadership, fundraising, and organizational culture. Specific responsibilities include:

Leadership & Strategy

- Partner with the Co-ED, Board, and staff to set and implement Civil Survival's strategic direction.
- Serve as a visible leader in Washington State and nationally on issues of reentry, criminal legal reform, and civic engagement.
- Model co-leadership, collaboration, and transparency in decision-making.

Fundraising & External Relations

- Lead fundraising efforts to sustain and grow a \$2.5M budget, including foundations, government contracts, and individual donors.
- Build and steward relationships with funders, policymakers, coalition partners, and community leaders.
- Represent Civil Survival publicly, serving as a compelling spokesperson for its mission and programs.

ROLE OVERVIEW (cont.)

Public Policy & Advocacy

- Guide Civil Survival's policy and advocacy strategy, ensuring that campaigns reflect community priorities and are led by directly impacted voices.
- Build strong relationships with policymakers, coalitions, and advocacy partners to advance statewide criminal legal reform.
- Partner with staff across the policy, organizing, and legal teams to align advocacy efforts and maximize collective impact.
- Serve as a credible public voice on criminal legal reform, representing Civil Survival in legislative hearings, public forums, and media.

Organizational Culture & People Leadership

- Foster a culture of equity and accountability across the organization.
- Ensure that Civil Survival continues to be a by-and-for space, centering lived experience at all levels.
- Provide guidance and support to staff leaders across advocacy, policy, organizing, and communications.
- Partner with the Co-Executive Director and Board of Directors to strengthen governance, fundraising participation, and organizational sustainability.

THE IDEAL CANDIDATE

The ideal candidate for the Co-Executive Director position possesses the following competencies:

Fundraising & External Relations	Community Credibility	Collaborative Leadership
Secures resources and builds strong external partnerships.	Trusted voice with justice-impacted communities.	Shares power and leads transparently with staff and board.
Organizational Culture	Strategic Vision	Communication & Advocacy
Fosters equity, respect, and inclusion across the team.	Aligns policy, legal, and organizing for impact.	Serves as a compelling public voice for the mission.

THE IDEAL CANDIDATE (cont.)

Additional Qualifications

- Deep connection to Civil Survival's mission and values; lived experience with the criminal legal system strongly preferred.
- Track record of fundraising and partnership-building, ideally with foundations, government, and individual donors, preferred.
- Recognized credibility with justice-impacted communities and ability to build trust across diverse stakeholders.
- Strong leadership and management experience, with a track record of fostering equity, collaboration, and accountability.
- Proven ability to develop and execute strategy, balancing vision with day-to-day execution.
- Excellent communication and advocacy skills; able to inspire, influence, and represent the organization publicly.
- Knowledge of Washington State's policy, advocacy, and funding landscapes is strongly preferred; candidates from outside the state are welcome to apply and should be prepared to quickly become conversant in the local context. Experience in nonprofit governance and operations (budget oversight, board engagement, compliance) is a plus.

WHO WE ARE

Work Environment

Civil Survival is a fully remote organization with staff based across Washington State. Team members work from home offices and gather virtually for regular meetings, with in-person convenings for retreats, advocacy days, or community events.

Our culture is grounded in equity and collaboration. We prioritize flexibility, trust, and work-life balance, while holding ourselves accountable to our mission and to one another. As a by-and-for organization, we center lived experience at all levels and create space for staff to bring their full selves to the work.

The Co-Executive Director will be expected to travel within Washington State to meet with funders, policymakers, and community partners, and occasionally out of state for national events or conferences.

Our Commitment to Diversity

Civil Survival is a by-and-for organization led primarily by people directly impacted by the criminal legal system. We believe our strength comes from the diversity of our lived experiences and identities. We are committed to building a team that reflects the communities we serve and to creating a workplace where all people are respected, supported, and able to thrive.

We strongly encourage applications from people of color, people who are formerly incarcerated or directly impacted by the criminal legal system, LGBTQ+ individuals, people with disabilities, and members of other underrepresented communities.

COMPENSATION AND BENEFITS

Salary

\$164,000 - \$185,000

Benefits

Civil Survival offers a comprehensive benefits package to support the health and well-being of staff:

- Medical, dental, vision, life, and disability insurance
- 401(k) retirement plan with 4% employer match
- Generous paid time off, including vacation, sick leave, and holidays
- Paid family and medical leave
- Professional development and support for staff growth

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by November 2025.

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[Submit an application](#)