



## Job Announcement: Executive Director

**Posted:** April 22, 2025

**Application first review date:** May 23, 2025 (position open until filled)

**Location:** This position can be based in any location in the U.S.

**Compensation:** \$100,000-\$120,000/yr

**Benefits:** Health insurance (medical, vision, and dental), paid time off, retirement plan

**Desired start date:** By August 1, 2025

### **How to apply:**

- Please submit a cover letter (no more than 2 pages) and resume packaged as a single PDF document with a file name that includes your last name.
- Submit via email to [jobs@greatoldbroads.org](mailto:jobs@greatoldbroads.org). All emails - both application submittals and questions regarding the position - should have: "Executive Director - *applicant last name*" in the subject line.
- Incomplete applications will not be accepted.

### **ORGANIZATION OVERVIEW AND CONTEXT**

Great Old Broads for Wilderness (Broads) is a grassroots nonprofit organization founded by older women to protect and expand wild public lands. We do this by engaging in education, advocacy, and stewardship. We take firm positions but do so in a positive, lively and respectful spirit. The bulk of our advocacy work is done by a nationwide network of volunteer Broadbands, topic-based National or Regional Advocacy Teams, and individual members. Our network of partner organizations and our involvement in regional and national coalitions helps us leverage our effective grassroots network.

Headquartered for many years in Durango, CO, the changing nature and needs of Broads' work, grassroots network, and staffing have led to the organization becoming fully geographically dispersed, with members, Broadbands, staff and Board members located across the US. There are nearly 40 Broadbands (chapters) from coast to coast dedicated to strategically addressing local and national public lands issues. Our organization is supported by a dedicated and knowledgeable team of staff members and an all-volunteer Board of Directors.

As a nationwide, women-led organization, Broads enjoys a singular niche within the community working to protect public lands and wilderness. Broads' leadership by older women injects much-needed skill, experience, and commitment to protect public lands. We bond through shared values and nurture each other as we nurture the planet.

Broads welcome, respect, and commit to increasing the diversity of members, volunteers, staff, board, and partners. We honor and value the traditional ecological knowledge of Indigenous people and the expansion of co-stewardship of lands to bring Indigenous expertise to decision making.

Broads' organizational culture is a combination of education, advocacy, and stewardship—with an emphasis on humor and fun while achieving our goals. We are driven by a love of place and a desire to work as a community to protect wild nature. We also care about wild places for their capacity to create a sense of awe, connection, and renewal.

Historically, Broads has taken a two-pronged approach to public lands advocacy. We collaborate with land management agencies on stewardship and monitoring, but we also serve as effective advocates holding agencies accountable for ecologically-sound management practices.

Our deep level of engagement and extensive history in public lands advocacy qualifies Broads to pursue legal action when necessary to protect and defend wild places. We believe in democracy and dialogue, and encourage a science-based approach to management of public lands and waters and to problem-solving. Our work is driven by a moral urgency to protect the Earth, and its myriad and intricate systems to sustain all forms of life in perpetuity.

The next Executive Director will face the challenge of leading a team of remote staff and a network of grassroots leaders at a time when Broads' work is more important than ever. Our organization is growing in numbers and relevance, amid a political environment that threatens the tools we use to be successful. The Executive Director will need to leverage opportunities to maintain and grow partnerships with local, regional, and national groups to achieve the organization's goals, direct development of our next strategic plan, and inspire and build on connections within our dedicated team of staff and volunteer leaders.

## ***POSITION OVERVIEW***

Great Old Broads for Wilderness (Broads) seeks an experienced leader who is passionately committed to the welfare of public lands and waters, the protection of wild areas, and to effective grassroots advocacy to protect and steward these places. We welcome applications from candidates who have a deep understanding of grassroots advocacy, significant experience in nonprofit management and financial health, and demonstrated success in a leadership role. We seek an individual whose working relationships demonstrate personal maturity, strong ethical standards, and a commitment to justice.

This is a salaried, exempt position that reports to the Chair of the Board of Directors.

## ***RESPONSIBILITIES***

### **Leadership, Strategy, and Values**

- Build trusting and mutually beneficial relationships with Broads staff, volunteers and Board, as well as with the leaders and staff of partner organization allies.

- Recommend and implement development of more fully distributed leadership, communication, advocacy, and fundraising throughout the organization.
- Maintain and strengthen information and feedback loops between staff, Board, volunteer leaders and members, grounded in communication practices that honor respect, transparency, and efficiency.
- Bring big-picture thinking to the ongoing implementation, assessment and updating of our strategic plan.
- Set strategic direction for and support advocacy programs and campaigns.
- Promote the role of volunteer leaders and staff as spokespersons for the organization. When strategic and appropriate, serve as a visible leader and voice for Broads within our organization, with funders and supporters, and in broader coalitions.
- Model a commitment to shared leadership within staff and throughout our organization, stressing transparency, openness to others' ideas, and mutual problem-solving and accountability.

### **Fundraising, Budgeting, and Financial Management**

- Ensure that the organization is fiscally sound and financially healthy.
- Serve as a visionary and inspiring voice to increase overall annual financial support. Cultivate new and steward existing relationships with both individual and foundation donors.
- Lead the development of an actionable annual fundraising and foundation support plan to ensure diverse, sustainable and values-aligned funding necessary to carry out the organization's program of work. This will include grant development, cultivating major donors, and developing a commitment to and skills for fundraising throughout the organization.
- Lead the annual budgeting process and financial reporting to ensure that financial resources are utilized effectively and efficiently to advance the organization's mission, strategies, and priorities. This includes budget development, approval by the Board, and timely monitoring and reporting throughout the year.

### **Staff and Volunteer Leader Management and Organizational Wellbeing**

- Model and promote a values-driven, collaborative organizational culture where staff and volunteer leaders are valued for their contributions and supported in their development and well-being.
- Work with Broads' staff to ensure strong, transparent, and equitable staff hiring, training and development, supervision and evaluation, and ongoing communication.
- Directly supervise, support, and regularly convene a geographically disbursed, remote-working staff to develop and support a healthy team culture.
- Support the development of collaborative grassroots advocacy teams within the organization. Support individual Broadbands' leadership of regional advocacy and of national advocacy in topic areas in which they have deep expertise.
- Ensure development of and compliance with internal policies.
- Work with staff and the Board to set clear, realistic annual goals and objectives and to ensure sufficient organizational resources to achieve outcomes.
- Recommend and implement changes to organizational structure and systems as needed to support growth and the achievement of Broads' strategic objectives.
- Assess the strength and effectiveness of communications between all components of the organization and communication with our key public groups. Recommend improvements to strengthen internal ties and to coordinate our goals with external groups.
- Model and encourage a healthy work-life balance for self and staff and volunteer leaders, including reasonable work plans and a sustainable workload.

## **Board and Governance**

- Partner with the Board of Directors and Board committees to ensure strong governance, policies, and fiscal health.
- Partner with the Executive Committee to identify and recruit candidates for the Board and the Council of Advisors.
- Bring policy recommendations to the Board and actively engage the Board in strategic decisions.
- Provide timely information to the Board and assist with planning and facilitating meetings in a manner that encourages participation, discussion, questions, and decision-making.

## **QUALIFICATIONS**

We seek candidates who value the power of grassroots community organizing, embrace our mission and values, and bring substantial experience in key areas. A successful candidate should have the following qualifications:

### **Required Qualifications**

- Deep commitment to the protection and stewardship of public lands and the preservation of wild places and a willingness to fight to defend their inherent value.
- Substantial successful experience leading a nonprofit organization, including; foundation and individual donor fundraising, financial management, strategic direction, human resources, communications, information systems, and administration.
- Demonstrated success in fundraising; including building strong relationships with foundations, major donors, and experience with writing and/or supervising the preparation of grants.
- Demonstrated ability to develop strong, open working relationships with staff, volunteer leaders, and organizational allies. Ability to work through and resolve conflict, build trust, and bring disparate people and groups together.
- Demonstrated dedication to advancing justice and equity within organizations.
- Experience working with and cultivating a deeply engaged Board, including supporting leadership development and facilitating transparent, informed, shared decision-making.
- Strong oral and written communication skills, including the ability to clearly communicate vision, values, goals, and strategies with varied audiences.

### **Desired Qualifications**

- Experience leading, managing, and developing grassroots organizations.
- Experience with using a full suite of advocacy strategies and tactics, including litigation, to advance advocacy campaigns and work with allied organizations.
- Experience working with Indigenous communities.
- Knowledge of and relationships with other environmental organizations, coalitions, and movements, particularly those engaged in efforts that complement our core mission.

- Knowledge of and relationships with key foundations supporting conservation work.
- Experience managing remote teams.
- Experience with public lands policy and agencies at local, state, national, and tribal levels and familiarity with key laws governing protections for wild areas.