



P.O. Box 144842, Austin, TX 78714
(512) 472-5518 www.earthshare-texas.org

Executive Director, EarthShare Texas

Location: Texas (Hybrid - Headquarters in Austin, with periodic travel across Texas)

Reports to: Board of Directors

About EarthShare Texas

EarthShare Texas unites the voices of our member environmental organizations across Texas, empowering our community to protect and care for our natural resources. We work collaboratively to build connections, support, impactful initiatives, building connections, supporting impactful initiatives and driving forward the environmental movement in Texas. Join us and make a meaningful difference in our state!

Vision

A collaborative alliance of environmental organizations, public institutions, and businesses conserving and sustaining a healthy environment for all Texans.

Mission

Through collaborative fundraising and partnership building, EarthShare Texas empowers mission-driven members to pursue positive environmental and health impacts across the Lone Star State for the benefit of all.

EarthShare Texas is committed to advancing equity in our work and community by fostering cultural diversity, pluralistic values, and treating all people with dignity and respect. We currently represent 33 members throughout Texas. Each membership organization is an active leader in our work. Each member organization, as a whole, represents diverse regions of the state. Each organization addresses various issues throughout the Lone Star state.

Position Summary

EarthShare Texas seeks an experienced, dynamic, and visionary **Executive Director** to lead the organization through its next phase of growth and impact. The Executive Director will be responsible for overseeing the strategic direction, operations, and fundraising efforts of EarthShare Texas, ensuring the organization's mission is carried out effectively and sustainably. This is a unique opportunity to work collaboratively with nonprofits, businesses, and communities to advance environmental stewardship across Texas. There is an expectation that this position will have frequent interactions, in person, with staff in the Austin office, and some needed travel throughout the state to meet with funders, partners, and members.

Key Responsibilities

Strategic Leadership

- Develop and execute a clear and compelling vision for the organization in collaboration with the Board of Directors.
- Lead the implementation of the strategic plan and the process to revisit and refresh the plan with the board, staff, and stakeholders.
- Works with board, staff, and members to set organizational goals and priorities.
- Serve as a passionate advocate for environmental sustainability and EarthShare Texas's mission.

Fundraising and Development

- Drive innovative fundraising strategies to ensure financial sustainability, including workplace giving campaigns, corporate partnerships, and grants.
- Cultivate and steward relationships with donors, sponsors, and partners.
- Explore new revenue streams and enhance existing funding mechanisms.

Operations and Financial Management

- Oversee daily operations, ensuring programs and initiatives align with the organization's mission and goals.
- Manage the organization's budget, ensuring financial accountability and sustainability.
- Hire, supervise, and support staff, fostering a collaborative and inclusive team culture.

Program Oversight

- Ensure the success of workplace giving campaigns and other programs by fostering strong relationships with member organizations and workplace partners.
- Evaluate program effectiveness and implement improvements as needed.
- Identify and develop new opportunities for program growth and impact.

Advocacy and Partnerships

- Represent EarthShare Texas as a spokesperson and ambassador, building the organization's visibility and reputation.
- Build and maintain strong relationships with member organizations, community leaders, and other stakeholders.



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- Advocate for policies and initiatives that support environmental protection and sustainability in Texas.
- Work with staff, board, stakeholders, and funders to expand membership and provide services and capacity-building opportunities/funding to expand member impact.

Board Governance

- Collaborate with the Board of Directors to ensure effective governance and strategic oversight.
- Provide regular updates on organizational performance, opportunities, and challenges.
- Engage the board in fundraising, advocacy, and strategic initiatives.

Qualifications

Required Skills and Experience

- Proven leadership experience in the nonprofit sector, preferably with an environmental or conservation organization.
- Demonstrated success in fundraising, including major gifts, corporate partnerships, and grant writing.
- Strong financial management skills, including budgeting and financial reporting.
- Experience managing teams and fostering a collaborative work environment.
- Exceptional communication and interpersonal skills, with the ability to build relationships with diverse stakeholders.
- Proven experience in membership organizations, preferably within recruitment and retention, member services and support, and program design and development.

Preferred Skills and Experience

- Knowledge of environmental issues and the Texas nonprofit landscape.
- Experience working with boards of directors and engaging in strategic planning processes.
- Familiarity with workplace giving programs or similar fundraising mechanisms.
- Proficiency in data-driven decision-making and program evaluation.

Compensation

The compensation package, including salary and benefits, will include a generous holiday and PTO benefits. Parental leave. Eligible to participate in the ESTX health care, dental plan, and retirement



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plan (Simple IRA with up to 3% match). The salary will be between \$95,000 to \$105,000 based on direct, comparable experience.

Application Process

Interested candidates should submit a resume, cover letter, and at least 3 references to estx@earthshare-texas.org, with the subject line: Executive Director Application - [Your Name] . Applications will be reviewed on a rolling basis, and early submission is encouraged. EarthShare Texas is committed to building a diverse and inclusive workplace. We encourage individuals from all backgrounds to apply.