



EarthShare
TEXAS

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 with a strong background in people operations, fundraising, and full lifecycle program management. The Executive Director will lead the organization through its next phase of growth and impact, by executing EarthShare Texas' strategic plan, supervising staff, and driving development efforts. This role requires a hands-on leader who can build relationships, grow programs, and manage internal operations to align with our mission. This role requires frequent interactions, in-person, with staff in the Austin office, and some travel throughout the state to meet with funders, partners, and members.

Key Responsibilities

Board Governance and Strategic Leadership

- Guide the implementation of strategic planning with the board and stakeholders.
- Champion the organization's vision and strategic priorities.
- Oversee full program lifecycle, from planning and implementation to evaluation.
- Strengthen existing programs and create new initiatives that advance the mission.
- Work with stakeholders to expand membership and services.
- Support capacity-building and impact among member organizations.
- Collaborate with the Board of Directors to ensure effective governance and strategic oversight.
- Engage the board in fundraising, advocacy, and strategic initiatives.

Fundraising and Development

- Lead diverse fundraising strategies, including major gifts, corporate sponsorships, foundation grants, and workplace giving.
- Cultivate and steward relationships with donors, sponsors, and funders.
- Work with the board and staff to grow new and existing funding streams.

People Operations & Organizational Leadership

- Hire, supervise, and develop a collaborative and high-performing staff team.
- Establish clear performance expectations, coaching, and professional development pathways.
- Foster an inclusive, respectful, and mission-driven organizational culture.
- Manage the organization's budget, ensuring financial accountability and sustainability.
- Align internal operations with strategic goals.

Advocacy and Partnerships

- Build and maintain strong relationships with member organizations, community leaders, and other stakeholders.
- Represent EarthShare Texas as a spokesperson and ambassador, building the organization's visibility and reputation.
- Advocate for policies and initiatives that support environmental protection and sustainability in Texas.

Qualifications



EarthShare
TEXAS

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

Required Skills and Experience

- 7+ years working within the nonprofit sector, with proven leadership experience and a strong background in people operations and organizational management.
- Demonstrated success in diverse fundraising strategies, including major gifts, partnerships, and grant writing.
- Direct experience overseeing program development from ideation through evaluation.
- Financial acumen, including budgeting and organizational reporting.
- Exceptional interpersonal and communication skills; ability to collaborate across diverse stakeholder groups.

Preferred Skills and Experience experience in the nonprofit sector, preferably with an environmental or conservation organization.

- Knowledge of environmental issues and familiarity with Texas nonprofit organizations working in environmental and conservancy spaces.
- Experience in membership-based organizations.
- 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

EarthShare Texas offers a unique opportunity to lead a respected organization in shaping environmental impact statewide. We value balance, flexibility, and equity, offering generous leave and a collaborative, mission-driven culture. The compensation package, including salary and benefits, includes ten paid holidays, PTO benefits (15 days/year first two years, 20 days/year thereafter), 10 days sick leave, three months parental leave, paid health insurance and dental plan, and retirement 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.