

MOTHERS OUT FRONT.

Executive Director



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BACKGROUND

Mothers Out Front (MOF) is a women-led, grassroots organization committed to building the power of mothers as an organized constituency to push for bold climate action at the local, state, and national levels. MOF is building a multi-racial, cross-class movement of mothers, grandmothers and other caregivers who bring their passion for children's well-being to advance concrete solutions that will yield a livable climate for all.

MOF organizes and empowers mothers to assume leadership roles within this movement, providing the structure, training, and tools they need to come together in community-based teams, build power, and win campaigns by elevating the "mom voice" (see recent Elle story). The organization's model is both adaptable and scalable, and its growth rate since its launch in 2013 has been rapid. MOF's national base now nears 33,000 people, including a core of 3,000+ active volunteer leaders. Its members are organizing within 43 teams across 10 states, supported by a staff of 33 that includes on-the-ground organizers in Massachusetts, New York, Virginia, Colorado and California. MOF's operating budget has grown from \$350,000 in 2014 to over \$4M currently.

The results of MOF's work are impressive, and include:

- Stopping new gas infrastructure build-out, including the Atlantic Coast Pipeline and Header Improvement Project in Virginia, the Williams Pipeline in New York, and the Granite Bridge Pipeline in New Hampshire;
- Passing groundbreaking municipal policy: San Jose made history when it became the largest city to ban fossil gas infrastructure thanks to the determined advocacy of Mothers Out Front Silicon Valley members and allies;
- Uniting mothers across race, class and geography, we launched a movement-wide diversity, equity and inclusion initiative, weaving lessons learned through our four-state Frontline Leadership Initiative;
- Fighting for environmental justice across the country, the team pushed for and won concrete victories in environmental justice.



CURRENT SITUATION AND PRIORITIES FOR THE FUTURE

Mothers Out Front is at a crucial point in its development as an organization and as a movement.

Most fundamentally, MOF has committed to centering race and equity in its work, recognizing that racial injustice is at the heart of the climate crisis due to Black, Indigenous, and People of Color being disproportionately harmed both by climate change and by the dirty energy system that's driving it. MOF's evolution into a climate organization that is rooted in equity and justice has implications across the organization and movement, from the political education of current membership and staff, to who, where, and how they organize, to budgeting and other forms of resource allocation.

Mothers Out Front needs to develop an organizational structure that reflects its vision, values, and priorities as a member-led climate movement rooted in equity and justice, an organizational structure that is clearly understood by staff and members, and one that supports the continued growth of its movement. Its structure needs to include representative leadership in its membership structure; clear pathways for growth for both staff and members; IT systems that are aligned to enhance communication among staff, between staff and members, and as an organizing tool for staff and members alike; and decision-making processes that are both clear and are informed by the organizing happening on the ground.

As such, the following priorities will shape the efforts and growth of MOF for 2021 and beyond.

Priority 1: Successfully implement Organizing priorities.

- Win impactful campaigns at the local and state level in their 5 deep organizing states.
- Launch a national campaign that advances intersectional and comprehensive climate policy.
- Build its movement of mothers by growing numbers at every level of its ladder of engagement, including 15% growth of its overall base, and 30% growth in the number of moms who are actively engaged.

Priority 2: Continue to become a more inclusive, anti-racist, collaborative, and joyful place to be a part of for staff and members.

- Align members and staff around its mission, vision, values, and theory of change.
- Ensure that organizational policies, processes, and methods of engagement are inclusive and equitable.

Priority 3: Advance its goal of building a movement across race and class.

- Develop messaging, analysis, and issue training that engages a diverse base of mothers.
- Increase the number of BIPOC leaders in its movement.

Priority 4: Successfully and smoothly transition to new leadership.

- Develop an inclusive, equitable, and representative member leadership structure for strategic decision making.
- Hire and onboard a new Executive Director.

Priority 5: Lay the foundation for growth in 2022 and beyond

- Build the staff teams, systems and structures needed to reach current goals, and set ambitious new goals for 2022 and beyond.
- Develop a strategic vision and plan for the next 2-3 years.

ROLE OF THE EXECUTIVE DIRECTOR

Mothers Out Front is seeking a compassionate, collaborative, and inclusive Executive Director (ED) who will inspire and support staff and members as they seek to transform the lives of people and communities impacted by climate change and climate injustice. MOF is positioned for strategic organizational growth and is excited to scale its model programs and raise the organization's visibility and profile, both locally and nationally. The organization desires a strategic thinker and a results focused leader with the ability to position the organization for the future.

The new Executive Director will report directly to the Board and will be responsible for directly managing the Senior Leadership Team. Working with a base of 33,000 volunteers and a staff of 32. The new Executive Director will develop operating and organizational systems that reflect the values of MOF, including an organizational structure that supports member leadership; enhanced communication systems, and organization policies and practices that reflect and align with the values and goals of climate justice.

Reporting to the Executive Director will be the Director of Operations/Finance, the Director of Organizing for Deep Organizing, the Director of Philanthropy and the Director of Communications. The Executive Director will manage multiple responsibilities while holding the team accountable for outcomes.

Specific responsibilities will include:

Championing a Transformative Vision for Climate Justice

- Lead efforts to advance the ideas of Climate Justice championed by a grassroots movement of moms organizing for transformative change in their communities and at the state and national levels.

Staff and Board Team Building and Support

- Provide organizational leadership and management support to a team of talented staff, a fast growing member base, and an engaged Board of Directors to ensure high-functioning and effective teams.
- Nurture strong and mutually respectful working relationships across the MOF community – among Board, staff, member leaders, and relevant strategic partners – in keeping with MOF's mission and values.

Program Development

- Assure all programs are aligned and consistent with MOF's mission, goals and strategic planning objectives.
- Lead the development of new initiatives and enhance current ones, all while maintaining the aforementioned alignment and consistency.

Growing the Organizing Communities

- Strengthen MOF's organizing framework, including strategies for recruiting and supporting (through training and ongoing coaching) members in urban, suburban and rural communities to best support programmatic goals.

- Promote the value and unique contributions MOF brings to climate justice, and effectively tell the story of MOF's mission and systems changing advocacy initiatives, in one-on-one, small group, and large group settings.

Stakeholder Engagement

- Foster authentic relationships built on the shared understanding that the current system is not working and that there are viable solutions for climate change and climate justice.

THE IDEAL CANDIDATE

The ideal candidate is an executive leader with experience leading teams, an understanding of and commitment to movement-building organizing, and a manager who understands the value of a healthy and sustainable national nonprofit organization. Equally important is a leader who is passionate about climate change and climate justice, has an unwavering commitment to climate justice practices, and has the vision and drive to scale an organization and movement.

The successful candidate will possess a minimum of 10-15 years of progressively responsible experience as a senior executive in a national climate change/climate justice organization committed to an organizational strategy that is rooted in building power in order to drive campaigns for change at the community level, and then leveraging that locally built power for broader campaigns.

The following experiences and attributes are desired:

- A demonstrated commitment to an Anti-racist orientation; embracing and understanding of racial justice
- A demonstrated commitment to climate justice/equity
- A leadership style marked by high emotional intelligence and demonstrated skills in collaborating, modeling humility, and creating a positive work culture that welcomes, supports, and shares power with others from different backgrounds.
- A confident, non-hierarchical leader who is also flexible and humble, who empowers staff through relying upon their technical expertise and who views all involved in the organization through an asset/strengths-based lens.
- An employee-centric team builder, mentor, and coach who is continuously seeking and incorporating feedback and at their best when supporting others in their professional growth and development.
- A transparent and solid communicator who is unafraid to speak truth to power and a compelling storyteller who invites others to join in the transformative work.

- A natural connector with excellent listening, communication, and relationship-building skills and a leader who can authentically build bridges between people from different communities, perspectives, sectors, and backgrounds.
- Grounded in the fundamentals of programmatic and financial management, including budgeting, program financial management, and revenue development.
- A consummate community organizer/builder/advocate.
- Experience recruiting volunteers/members and building effective relationships with a board and its leadership is highly desirable.
- Ability to fundraise, support existing and foster new partnerships that will support our work and with expansion.
- Ability to foster and build national partnerships with key stakeholders in the climate and climate justice movement.



COMPENSATION AND APPLICATION PROCESS

MOF offers a competitive salary and employment benefits package appropriate to the qualifications and experience required for the position.

The position is open until filled. First consideration will be given to applications received by **June 25, 2021**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to mof.ed@thehawkinscompany.com. The letter of interest should outline why you are interested in joining MOF, and your relevant accomplishments. Please provide two examples of why you would be a strong candidate and the key attributes you would bring to this position.

Confidential inquiries are encouraged and can be directed to:



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