

MOTHERS OUT FRONT.

Executive Director



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FRONT** ■ ■ ■

BACKGROUND

Mothers Out Front is a women-led grassroots organization committed to building a national movement of mothers working to accelerate the transition from dirty to clean energy in this country. We organize and empower mothers of all backgrounds 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). Our model is both adaptable and scalable, and our growth rate since our launch in 2013 has been rapid.

Mothers Out Front has worked to build the power of mothers as an organized constituency to push for transformational change on climate change, climate justice and energy policy in the US. We are 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. With the help of longtime funding partners, we have built a movement that now includes 36,000+ people, including a core of more than 3,000 active volunteer leaders. Our members are organizing within 48 community-based teams across multiple states, supported by a 30+ person staff that includes on-the-ground organizers in five deep organizing states: Massachusetts, New York, Virginia, Colorado and California. Our operating budget has grown from \$350,000 in 2014 to over \$4M currently.

The results have been impressive:

- Stopping new gas infrastructure buildout 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

MOF has learned to be an effective grassroots organization, it must build the organizational infrastructure including aligning all IT systems to enhance the communication between staff, between staff and volunteers and as an organizing tool to support the volunteer base. MOF also learned the need to structure the organization using a model that reflects the priorities and values. MOF is a volunteer, grassroots organization whose staff support the work on the ground.

MOF needs to develop an organizational structure that is clearly understood by staff and volunteers, that includes

clear pathways for growth for staff and volunteers and that remains scalable across communities. Finally, MOF will lead the effort to enhance the vision of climate change to be climate justice, a movement that connects climate issues with equity, diversity and inclusion. As a leading climate organization on this issue, MOF continues to build a movement of ‘moms’ across communities determined to transform the nation for the benefit of our children and future generations.

As such, the following priorities will shape the efforts and growth of MOF for 2022 and beyond.

Priority 1: *Continue to transform and grow the movement and the organization.*

Key Objectives:

- The Organizational Transformation process is moving forward fully and resulting in the creation of a culture of respect that is rooted in equity, inclusion, trust and transparency
- Collaboration across states, across departments, across structures, is easy, effective, and the norm
- There is a clear, equitable, effective and transparent structure for member leadership and decision making

Priority 2: *Finalize strategic plan and vision*

Key Objectives:

- A strategic vision and plan is in place
- Members and employees can clearly express their shared mission, vision and values

Priority 3: *Grow the movement's power and diversity*

Key Objectives:

- There is greater diversity at all levels of member engagement
- Member leadership includes BIPOC moms
- Local teams have the support they need to effectively grow their power

Priority 4: *Make progress on impactful campaigns that address the climate crisis*

Key Objectives:

- Stories of wins are clearly told and shared widely
- Teams have the support they need to develop and implement strategic campaigns
- Resources are used to create greater efficiency, shared learning, and targeted strategic partnerships with our national priorities as well as our state and local campaigns

ROLE OF THE EXECUTIVE DIRECTOR

Mothers Out Front (MOF) is seeking a compassionate, collaborative and inclusive Executive Director (ED) who will inspire and support staff and partners as they seek to transform the lives of people and communities impacted by climate change and climate justice. MOF is experiencing a period of growth and is excited about scaling up its model programs and raising the organization's visibility and profile. The board desires a strategic thinker, a visionary, and a results-focused leader with the ability to position an 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 and the National Leadership Team, and indirectly managing a staff of 30+. Working with a base of 36,000 volunteers and a staff of 32 FTES, the new Executive director will develop operating and organizational systems that reflect the values of MOF which will include: enhanced communication, organizational structure that supports the volunteer organization; fundraising and maintaining relationships with donors and foundations; and organization policies and practices that reflect and align with the values of climate change and climate justice.

Reporting to the Executive Director will be the Director of Philanthropy, Director of Communications, Director of Organizing for Deep States, Director of Campaigns and Learning, and Director of Operations.

Specific responsibilities include:

Fundraising Support

- Support with developing and implementing fundraising strategies that increase revenue
- Develop new and maintain existing relationships with foundations, individual donors, and the philanthropic community

Championing a Transformative View of Climate Change and Climate Justice

- Lead efforts to advance the ideas of Climate Change and Climate Justice championed by a grassroots organization of Moms who change their communities.

Staff and Board Team Building

- Provide organizational leadership and management support to a team of talented remote staff, volunteer members, and engaged board members to ensure high-functioning and effective teams.
- Nurture strong and mutually respectful working relationships across the MOF community - among board, staff, and partners - in keeping with MOF's mission and values.
- Maintain a healthy and equitable culture at Mothers Out Front by developing systems and internal infrastructure that ensure operational effectiveness, and improved managerial strategies.

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

THE IDEAL CANDIDATE

The ideal candidate is an executive leader with experience leading teams, a commitment to 'grassroots organizing' and a manager who understands the value of a healthy and sustainable national nonprofit organization. Equally important is a leader who has the passion for climate change and climate justice and an unwavering belief and commitment to climate justice practices.

The successful candidate will possess a minimum of 10-15 years of progressively responsible experience as a senior executive in a national organization committed to an organization strategy that results in substantial change at the community level.

The following experiences and attributes are desired:

- Charismatic and relatable leader who can bring people together around a shared vision.
- Grounded in the fundamentals of programmatic and financial management, including budgeting, program financial management, and revenue development.
- A demonstrated commitment to an Anti-racist orientation; embracing of racial justice; and a commitment to climate justice/equity.
- Deep organizing background; organizing leadership experience; grounded in movement building.
- 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 natural connector with excellent listening, communication, and relationship-building skills and a leader who can authentically build bridges between people from different communities, sectors, and backgrounds.
- Grounded in the fundamentals of programmatic and financial management, including budgeting, program financial management, and revenue development.
- Experience recruiting volunteers and building effective relationships with a board and its leadership is highly desirable.



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 **December 31, 2021**. To apply for this outstanding opportunity, please electronically submit your resume and a cover letter of interest to [The Hawkins Company at MOF.ED@thehawkinscompany.com](mailto: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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