

Deputy Director

Full-Time

Location: flexible within the U.S.A.

Date posted: March 9th, 2020

Salary: \$90,000/year

About Us

Green Leadership Trust (GLT) is a unique, cross-organizational alliance of board members focused on building power in the environmental movement. Founded in 2013, GLT is entering an exciting opportunity for growth. We are seeking our first **Deputy Director** to lead and accelerate our priorities of building power for Black, Indigenous and people of color in the environmental sector. The purpose of this second in command is to provide leadership and support the Executive Director in the implementation of all GLT priorities. We are a network of Black, Indigenous and people of color who serve as legal fiduciaries of the nation's largest environmental groups and environmental justice organizations. Our mission is to build the power of the environmental movement. We do so by professionally and appropriately placing members of communities of color and indigenous communities, and leveraging their knowledge, experience, and networks as board members to environmental organizations.

Our programming offer is threefold: 1) increase the number of Black, Indigenous and people of color serving on environmental boards, thereby, growing our roster of talent and network of members in board service; 2) provide best practices and resources on environmental governance and equity to our members, other leaders of color, and CEOs to environmental groups, environmental foundations and environmental justice organizations; and 3) train and support our members and leaders in the movement to be dynamically efficient and effective spokespeople to the broader movement.

Green Leadership Trust is governed by a Steering Committee of the members with three elected Co-Chairs. We work closely with CEOs of environmental non-profit organizations and are sponsored by various private foundations and the organizations where our members serve .

Job Details

The Deputy Director will support GLT as follows:

- **Leading Membership Growth and Board Placement (40%)**
 - Recruit new leaders of color currently serving boards of environmental NGOs to join our network;
 - Engage with diverse leaders to create opportunities to place members of GLT on boards of directors to environmental organizations

- Deploy GLT members to present best practices of diversifying boards at environmental meetings;
- Introduce people of color to board service and develop a talent roster of potential board candidates;
- **Membership Stewardship and Support (30%)**
 - Plan and execute monthly member calls;
 - Refine and deploy our best practices so members can adopt and use for board development, organizational strengthening, and good governance;
 - Develop and implement capacity building and professional development training programs for our members;
 - Support execution of our annual convening;
- **Coordinating Ambassadorship Opportunities (15%)**
 - Development and management of partnerships and strategic collaborations with nonprofits, academic institutions, and foundations in order to raise the visibility of GLT and our programs
 - Represent GLT at national conferences that promote our actions and activities;
- **Fundraising and Organizational Strategy Development (15%)**
 - Support the Executive Director in development of fundraising strategy and outreach for GLT; and
 - Support the membership in engaging in the strategic planning process.

Desired Competencies from an ideal candidate:

- Is a dedicated, energized, self-starter and committed person ready to engage, recruit and train leaders of color for service in boards of directors to environmental organizations.
- Has at least 5 years experience working with board members for non profit organizations.
- Understands how governance and nominating committees work and processes and the role that boards have with their CEOs
- Navigates shuttle diplomacy and can form trusting relationships with allies and partners.
- Understands how to be collaborative, inclusive, and accessible to meet the diverse needs of Black, Indigenous, Latino/a/x, and all people of color.
- Fosters connections with leaders in communities of color, tribal communities, low-income communities, and non-profit groups to inform, advance and transform our on-going work.
- Is a key resource and catalyst for deep integration of equity and justice into all our program areas with special emphasis on board service.
- Strong analytical, writing and speaking skills, including abilities to clearly and confidently address large groups and in unique settings.

The person chosen for this position will report directly to the Green Leadership Trust's Executive Director. Your work will occur in coordination with our consulting partners at the Raben Group. You will be expected to work as a respectful and engaged team member with GLT staff, Steering Committee, and advisors.

Application:

The desired competencies listed are guidelines, not hard and fast rules, and if you have 75% of the qualifications listed, we encourage you to apply. Applying gives you the opportunity to be considered. If selected for this position, a background check will be conducted.

Applications will be reviewed on a rolling basis.

Candidates should submit a cover letter specifically stating how your knowledge, skills, and abilities relate to this position, and resume via email to follervides@greenleadershiptrust.org. In the header indicate "Deputy Director" and "your full name."

Do not send letters of recommendation until requested.

You will be contacted if you are to be interviewed for this position.

Benefits:

We value work-life balance and a family-friendly atmosphere.

Excellent benefits including medical, dental, and vision insurance, generous paid time off, and a matched 401(k) plan.

We are an Equal Opportunity Employer with a commitment to economic and social justice, and do not discriminate against applicants on the basis of race, religion, gender, national origin, disability, sexual orientation, gender identity or expression, or any other characteristic protected by law. Women, people of color, LGBTQ people, and members of other historically disenfranchised populations are strongly encouraged to apply.

If you have a disability and require an accommodation or assistance with our online application process, please tell us how we can help by calling us at (914) 400 8210