

Position Announcement: Chief Executive Officer

Reports To: Board of Directors

Status: Full-Time/Exempt

Location: San Francisco (main office) or Los Angeles, CA with a Hybrid Work Option

Closing Date: March 31, 2023

The California Association of Nonprofits (CalNonprofits) - a statewide policy alliance of more than 10,000 nonprofits speaking to government, philanthropy, and the public at large - seeks an innovative, relationship-oriented, equity-centered, and inspiring leader as Chief Executive Officer (CEO). The CEO will lead and work collaboratively with a talented staff; dedicated and diverse board of directors; and engaged membership to advance the mission and build upon a strong reputation. The CEO will maintain an inclusive culture and drive connection and impact as the association plays a unique role in bringing nonprofits together around critical issues; publishing relevant research and reports; and driving solutions-based legislation. Are you ready to be a positive force bravely, boldly, and unabashedly showing up in support of the needs of California's nonprofits? This is an exciting opportunity to join and helm the preeminent nonprofit membership association strengthening the voice of nonprofits in California and serving as a model and impetus for action nationwide.

About CalNonprofits

Founded in 1984, the [California Association of Nonprofits](#) is a statewide membership organization that brings nonprofits together to advocate for the communities we serve. With more than 10,000 California nonprofits as members, CalNonprofits:

- Speaks with the voice of California nonprofits to the legislature, government agencies, philanthropy, and the public.
- Works with legislators and nonprofit coalitions to develop legislation that will allow nonprofits to bring their full power to the communities they serve, and remove the obstacles to efficient contracting and high-impact work.
- Brings nonprofits together to discuss and debate issues, to think through the implications of government and philanthropic actions, and to build networks that support nonprofit organizations and the communities they serve.
- Publishes research, analysis, news and opinion through our website and [e-newsletter](#).
- Is a national voice in issues related to nonprofits, government, philanthropy, and social justice.

CalNonprofits' main office is in San Francisco located on a strategic "corner" serving as a "chamber of commerce," strengthening nonprofits through advocacy and networking. CalNonprofits has satellite offices in Los Angeles and Sacramento and owns a subsidiary, California Association of Nonprofits Insurance Services, which brokers insurance for its members and is located in Capitola. The team is currently functioning in a hybrid work model with the CEO expected to work out of the San Francisco or Los Angeles offices one to two days a week until in-office days are gradually increased.

With a budget of approximately \$1.4 million, a five-person staff, and an eleven-member Board of Directors representing a diversity of geographies, organizational types and fields, and personal backgrounds, CalNonprofits is poised to grow its membership and deepen its impact.

About the Opportunity

Working with the Board and staff, the CEO will provide inspired leadership in the advancement of CalNonprofits' vision, mission, and goals and develop the corresponding strategies, plans, and budgets to achieve them. The CEO will be a bold, dynamic, data-driven leader with the emotional intelligence to provide overall direction for the organization while centering the needs, ideas, and expertise of a diverse set of stakeholders. The new leader will chart a course for future growth as a voice for and bridge between the nonprofit sector and philanthropy, business, and government to advocate for California nonprofits and benefit the communities they serve.

Core Responsibilities include:

- Effectively advocating for and representing members and the nonprofit sector at large across a wide variety of political viewpoints.
- Promoting active and broad participation by members and other stakeholders.
- Effectively working with the board to maintain and promote the vision and mission and seek to get the best of each board member's thinking and contribution to the organization.
- Engaging the board and staff, members, government and private funders, and community stakeholders in regularly analyzing the nonprofit sector and member needs and trends.
- Turning analysis into policy solutions that can be presented to legislators and the Governor; promoting and directing legislative, regulatory, public policy, and advocacy activities; and enhancing the association's position as a leader in the public policy arena.
- Working with coalitions, lobbyists, legislators, Governor's office staff, and more in a way that demonstrates content knowledge on priority issues - such as nonprofit-government contracting practices and policies and philanthropic reform - as well as savvy about how to effectively move a diverse set of stakeholders toward collective action.
- Engaging member organizations and the larger nonprofit sector in development and promotion of a public policy and advocacy agenda.
- Leading development of external communications, positioning, and branding to convey the association's policy positions.
- Building collaborations and relationships with stakeholders in aligning operations with strategic objectives and mission delivery.
- Cultivating administrative and organizational excellence that prioritizes assessment, transparency, learning, creativity, communication, equity, accountability, and exceptional member service.
- Developing effective, sustainable financial revenue streams, including foundation grants, Cy Pres Awards, earned income streams, and more.
- Traveling approximately 10%, mainly for day trips within the state of California with some national travel.

The ideal candidate is an experienced senior executive with strategic vision; significant management, policy, and advocacy experience in a complex mission-driven organization; strong fundraising skills; an entrepreneurial approach; and an engaging communication style. The position requires a solutions-oriented individual who has high energy, is willing to take risks, and can make tough decisions based on thoughtful consideration of issues. The successful candidate will bring demonstrated commitment to equity and justice and will be a consensus builder with a roll-up-your-sleeves approach. Ideally, they will have experience managing change and building or transforming an organization.

Specific ***Experiences and Skills*** that will contribute to the success of the CEO include:

- Relevant Leadership Experience: 5+ years of proven senior-level management experience, including some ED/CEO experience in a complex mission-driven organization, with deep understanding of and connections to the nonprofit ecosystem, particularly in CA; Direct experience with a membership organization is a plus.
- Relationship-Building & Stakeholder Engagement Aptitude: Experience working with California legislators and government officials. Ability to engender trust from members and other leaders within nonprofits and across sectors and to thoughtfully engage, support, and lead these diverse stakeholders toward shared goals and action.
- Demonstrated Commitment to Equity & Justice: A history of leadership that centers diversity, equity, and inclusion and commitment to championing gender and racial justice internally and in the field.
- Communications & Interpersonal Skills: Excellent ability to communicate orally and in writing and to make dynamic presentations, navigate challenging conversations, create compelling messages, and represent CalNonprofits and its members to diverse constituents within a variety of settings including government, philanthropy, and public audiences.
- Policy and Advocacy Savvy: Understanding of the value of policy, advocacy, and legislation as strategic levers for systems transformation through direct experience navigating the political process, with attention to effective timing and tactics, as a creative, opportunity-driven road to success.
- Familiarity with the Nonprofit Ecosystem: Understanding of the California nonprofit ecosystem - particularly its economics, industries, and political dynamics - and strong knowledge of nonprofit legal and regulatory issues.
- A Strategic Mindset: Experience in and excitement around strengthening an organization across members, partnerships, and funds with a successful track record of raising funds from multiple sources including foundation grants and earned income.
- Staff & Board Management Experience: Experience motivating, inspiring, recruiting, and developing high-performing teams and productively engaging with and supporting board members.
- Passion for the Mission & Vision: Demonstrated passion for and commitment to bringing nonprofits together to advocate, understanding and valuing the unique policy niche of CalNonprofits.

- Relevant Project Management Experience: Experience overseeing, directing, or contributing to complex collaborative projects across areas such as legislation; advocacy and campaigns; research and analysis; convenings; and more.
- Financial & Systems Management Experience: Demonstrated skills at overseeing budgets, audits, and other administrative and financial systems.
- Analytical & Visionary Thinking: Demonstrated ability to understand data; spot trends and emerging issues; synthesize learnings; and align stakeholders around solutions.

CalNonprofits offers competitive **Compensation and Benefits** with an annual salary range of \$220,000 to \$250,000, based on background and experience, and provisions of comprehensive Health, Dental, Vision, and Long-Term Disability plans as well as 3 weeks of PTO and 12.5 holidays a year.

About the Search Process

To ensure an equitable and extensive process that attracts a robust, experienced, and diverse candidate pool, CalNonprofits is partnering with California-based executive search firm [Walker and Associates Consulting](#) to lead our CEO search. To apply, email a cover letter, resume, and brief (1-3 page) writing sample to calnonprofits@walkeraac.com by 5:00 p.m. PT on Friday, March 31, 2023. Use the subject line: CEO Search. Please submit PDF or Microsoft Word files only, preferably with all materials in one combined file. Resume review begins immediately. *Questions or Nominations?* Contact Search Lead and President and CEO Jeannine N. Walker at jwalker@walkeraac.com.

CalNonprofits is an equal opportunity employer who welcomes applications from candidates representative of the diverse constituencies served by our members. We consider all applications without regard to race, ethnicity, national origin, age, religion, gender identity, sexual orientation, disability, medical history, and any other protected status.

