



EXECUTIVE DIRECTOR



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ORGANIZATIONAL OVERVIEW

We are EarthGen. Founded in 2011, EarthGen is a non-profit organization that equips youth to grow their power as changemakers for a sustainable future.

Through EarthGen's science-based, action-oriented programs, young people gain the knowledge, skills, and experience they need to become leaders for climate solutions and environmental justice. With a focus on underserved communities across Washington state, EarthGen works to ensure that every young person can learn and take action to create a sustainable world.

EarthGen partners with educators and K-12 school communities to facilitate youth-centered, collective solutions for a healthy planet. [You can explore all of EarthGen's programs here.](#)

EARTHGEN'S VALUES

- **Community** - We build and support authentic relationships with each other and those we serve.
- **Equity** - We strive to be allies for healthy and just communities, while building our own knowledge and capacity to do this work.
- **Collaboration** - We listen and respond to community needs because we know our impact is greater when we work together.
- **Integrity** - We earn trust by being respectful, honest, and following through on our commitments. We set high standards and do quality work.
- **Growth Mindset** - We lead with curiosity, recognize that we are always growing, and view mistakes as opportunities to learn.



EARTHGEN'S COMMITMENT TO RACIAL EQUITY

EarthGen recognizes that BIPOC (Black, Indigenous, and People of Color) communities are disproportionately affected by environmental issues such as climate change, declining air and water quality, limited access to natural areas, and food insecurity. Unfortunately, these same communities suffer from large disparities in educational opportunity and achievement. For these reasons, EarthGen has prioritized racial equity since its founding. In 2017, the EarthGen Board of Directors adopted a Racial Equity Policy, making a commitment to becoming an anti-racist organization. We are committed to expanding our services to schools with diverse student populations, and strengthening the integration of environmental and climate justice in our programs.

You can learn more about EarthGen's history [here](#); more about community partnerships [here](#); and more about corporate sponsors [here](#).



OPPORTUNITIES FOR IMPACT

The Executive Director will advocate for expanding EarthGen's impact by building partnerships with school districts and communities, seeking new funding opportunities, and overseeing EarthGen's legislative agenda and strategy.

The ED's primary goals will be to lead EarthGen toward its key strategic priorities, which include:

Team Development: Our new leader will work with the team to develop career advancement plans and pathways designed to retain team members and ensure organizational resilience through succession planning.

Continuous Program Evolution: Our ED will play a critical role in evolving EarthGen's programs in response to community needs, focusing on sustained relevance while also increasing outreach numbers.

Statewide Presence: Our new leader will guide the organization in expanding its reach to achieve a more significant impact across Washington state by creating regional hubs that embed the organization within underserved communities, including rural communities in western Washington and throughout the eastern part of the state.

Building External Relationships: Our new leader will play a central role in fostering relationships with partners and stakeholders, prioritizing engagement with external entities and advocating for in-person interactions to build networks and partnerships.

Emphasis on Fundraising Efforts: Our incoming leader will focus on fundraising strategies that can secure EarthGen's financial health and diversify its donor base. Given the dependency on state funding and upcoming deliverables, financial oversight will be crucial.

Strategic Ambitions: At the appropriate time, our ED will help lead the board and staff through a strategic visioning and long-term goal setting process.



THE POSITION

With the collaborative engagement of the staff and board, the Executive Director (ED) will promote EarthGen's vision, guide its strategic direction, and oversee all aspects of the healthy functioning of this 501c-3 organization. The ED will oversee a budgeted staff of ten (10) FTE including directly supervising the four (4) director-level positions (Director of Advancement, Director of Finance and Administration, Director of Strategic Partnerships, and Program Director.) The ED reports to and works closely with a volunteer Board of Directors, which currently includes ten (10) members, as well as the Advisory Council.

WHAT YOU BRING

This is an opportunity for you to be an inspiring leader, shape EarthGen's future and drive change in education and climate action. EarthGen is seeking a dynamic individual with a robust background with mission-driven organizations and a passion for education and climate science—someone whose expertise will inform and elevate our work. Your executive experience will be pivotal in ensuring operational oversight and enhancing EarthGen's day-to-day decision-making.

We envision a leader who dreams big yet remains organized and capable of translating bold visions into actionable steps. Serving as our public face requires exceptional fundraising and communication skills to engage meaningfully with a diverse group of stakeholders. Your empathy and commitment to staff well-being will be crucial in fostering a healthy workplace.

We are looking for someone who not only leads but also invests in the development of team members, nurturing their skills and career growth. This emphasis on mentorship reflects our collaborative ethos. As a champion for our programs and our incredible staff, your motivation will inspire those around you.



You will play a vital role in encouraging teamwork and transparent communication, to cultivate a unified organizational culture. With a focus on practical problem-solving, you should be skilled in operations, budgeting, and financial management to address challenges head-on. Moreover, we seek a leader who practices self-care, advocating for balance by prioritizing wellness.

We value depth of experience coupled with emotional maturity, desiring a steady leader who fosters a calm, supportive work environment. As a decision-maker, you will balance accountability with collaboration, encouraging innovative thinking and learning from challenges.

We prioritize cultural competence and representation, seeking a leader whose lived experiences resonate with the communities we serve. If you're passionate about making a difference and cultivating a thriving workplace, we would love to hear from you!



COMPENSATION AND BENEFITS



This is a full-time salaried position requiring a willingness to work some evenings and weekends and occasional travel throughout the state of Washington. The salary range is between **\$125,000 - \$150,000**, depending on qualifications and experience.

EarthGen offers generous benefits including 20 vacation days and 11 paid holidays in the first year of employment. EarthGen pays 100% of employee premiums for medical, dental, and vision insurance, and offers a 403(b) retirement plan.

The EarthGen office is located in the Good Shepherd Center, a historic building in Seattle's Wallingford neighborhood which houses many nonprofit organizations. The Executive Director will be expected to be present in the Wallingford office on a frequent, regular, structured basis in order to meet with staff, the board, donors and other stakeholders in the Seattle area.

TO BE CONSIDERED

This role will remain open until filled with a priority deadline of **January 17, 2025**. Candidate materials are reviewed on an ongoing basis and interviews will begin by late December. To be considered, please submit a resume and cover letter (two pages or less) addressed to Board Chair, Lindsay Pearsall, as soon as possible [here](#).

You may send questions to Ed Rogan at ed@valtasgroup.com - 206.697.8428.

EarthGen values diverse perspectives and life experiences. Applicants will be considered regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, sexual orientation, medical condition, or pregnancy. EarthGen encourages people of all backgrounds to apply, including people of color, immigrants, refugees, women, LGBTQ, people with disabilities, veterans, and those with diverse life experiences. EarthGen is an Equal Opportunity Employer. We prohibit discrimination and harassment of any kind based on race, color, sex, religion, sexual orientation, national origin, disability, genetic information, pregnancy, or any other protected characteristic as outlined by federal, state, or local laws.





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