

## **Executive Director - Our Schools, Our Democracy**

**Status:** Full-Time

**Location:** Remote (prefer Austin-based; some travel within Texas required)

**Reports:** Board of Directors

**Start Date:** September 2024

### **ABOUT OUR SCHOOLS, OUR DEMOCRACY**

Our Schools, Our Democracy (OSOD) is a new Texas-based startup nonprofit organization dedicated to supporting public schools and making charter schools more transparent and accountable to the public. OSOD focuses on cutting-edge research and policy analysis, strategic communications, educational advocacy and community organizing to protect democracy and promote the success of neighborhood schools.

### **POSITION SUMMARY**

Before our formal launch in Fall 2024, OSOD seeks to hire an Executive Director. As OSOD's first full-time hire, the Executive Director will guide the organization through its launch, first legislative session, and next phases of development. In charting the course for this start-up organization, the Executive Director will work closely with the OSOD board of directors and advisors, spearhead fundraising and strategic engagement efforts, collaborate with a team of consultants and contractors, and hire and oversee the future staff that will carry out the organization's vision.

#### *Visionary Leadership (30%)*

- Collaborate with the board of directors to develop a strategic roadmap for OSOD in its first year and forge the organization's public reputation and identity with wide range of stakeholders;
- Craft the long-term vision for the organization and run day-to-day operations supporting that vision;
- Direct, guide, and oversee the organization's strategic communications work;
- Foster a positive and inclusive culture that supports a growing team of researchers, organizers, and advocates; and
- Serve as the primary spokesperson and point of contact for OSOD with the media, lawmakers and legislative staff.

#### *Administration and Development (40%)*

- Recruit and train a core group of staff to support the organization's research, advocacy, and organizing goals;

- Develop an organizing strategy to support parents and community stakeholders in targeted areas around Texas;
- Develop relationships with funders and partners both in Texas and throughout the country;
- Develop and execute fundraising strategies to support the organization's work from diverse sources;
- Monitor and pursue grant opportunities that align with the organization's mission;
- Oversee the organization's budget and ensure compliance with all financial recordkeeping and board requirements; and
- Ensure compliance with state and federal requirements for nonprofit advocacy organizations.

#### *Programmatic Support (30%)*

- Guide the organization's educational advocacy strategy with local and state leaders and education stakeholders and parents;
- Represent the organization at the Texas Capitol and lead its government affairs work;
- Track public school success stories to highlight the good work happening in Texas neighborhood schools;
- Recruit and oversee a research fellowship program to supplement OSOD staff research efforts;
- Represent OSOD with various coalitions to promote the organization's work and to support partners in the education policy space; and
- Ensure appropriate monitoring and evaluation of OSOD's programmatic work.

#### **Qualifications and experience**

- Experience with campaigns, political/advocacy organizations, education, and/or nonprofits;
- Familiarity with the Texas Legislature, Texas education policy and regulations, and/or school-based experience preferred;
- Experience serving on an executive leadership team and training junior staff;
- Experience managing budgets;
- Comfort working and managing staff remotely;
- Skilled in relationship building, interpersonal communication, organizational leadership, and development;
- Comfort with speaking the truth boldly as the public face of the organization;
- Ability to work in and contribute to a highly dynamic environment; and
- Ambition and vision to grow a young organization and build toward long-term, sustainable growth.

**Compensation + Benefits**

- The starting salary for this role is \$90,000. Final salary will be commensurate with experience. Benefits to be discussed during the interview process.

**Applications will be accepted until the position is filled. Qualified applicants should send their resume describing relevant skills and experience to [aspiro40@gmail.com](mailto:aspiro40@gmail.com) with the subject header “OSOD Executive Director.”**

*Our Schools, Our Democracy is an Equal Opportunity Employer and does not discriminate against applicants or employees because of race, color, religion, national origin, sex, age, citizenship status, disability status, genetic information, sexual orientation, or gender identity or expression of an otherwise qualified individual, or membership in any other class protected by applicable law.*