



OPEN POSITION ANNOUNCEMENT

Executive Director

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BAWT is a 23-year old organization dedicated to lowering the barriers that prevent youth from accessing the outdoors. BAWT's train-the-trainer model and gear lending library equips hundreds of teachers and youth workers annually with the knowledge and equipment to facilitate meaningful outdoor experiences for youth of color and low-income youth. BAWT is a fiscally sponsored project of Earth Island Institute, a registered 501(c)(3) organization.

This position is a unique opportunity to lead a community-focused and resourceful organization into its next stage of development. As Executive Director you will have broad ranging strategic, operational, fundraising, and development responsibilities. You will lead a dedicated team of staff, contractors, and volunteers. General areas of responsibilities will include:

- Strategic planning for sustainable growth
- Fundraising and financial management
- Staff and volunteer management
- Board and leadership development
- Operations and risk management
- Programs (Gear Library & Training)

Qualifications

The ideal candidate will demonstrate - through training and experience - a minimum of three years organizational leadership experience with an emphasis on fundraising, operations, and staff development. A strong understanding of nonprofit best practice is required; as is experience with comparable environmental, outdoor, and experiential education programs.

Hours, Location, and Compensation

This is a regular full-time position of 40 hours/week. BAWT operates throughout the San Francisco Bay Area and their offices are located in Oakland, CA. This is not a remote position and candidates should be available for in-office work and occasional night or weekend events. Salary ranges from \$90,000 to \$100,000 with access to all BAWT leadership courses; access to professional development opportunities; access to gear loans; paid vacation and sick days; and medical benefits.

COVID-19 Considerations

Earth Island is committed to protecting the health of our employees. To this end, Earth Island employees are required to be vaccinated or provide documentation of medical or religious exemption. We will continue to evaluate these policies and practices informed by public health guidance.

To apply

Please send a resume and cover letter highlighting your relevant skills and experience to: jobs@earthisland.org with *BAWT Executive Director* in the subject line. This position is available immediately. Applications received by February 20, 2023 will receive priority consideration though the position will be open until filled.

A more detailed job description, list of qualifications, and organizational information can be found [here](#).

Earth Island Institute provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state, and local laws.