



building sustainable solutions

Executive Director Job Posting

EcoWorks is at the forefront of a just and equitable transition to a low carbon future. Are you the leader we seek to take EcoWorks to the next level? If you are a dynamic leader with a passion for climate justice and community development, please read on. We're looking for someone with the vision, fundraising and communication skills, and operational experience who can lead this innovative, diverse and strategically powerful nonprofit to continue and expand its impact throughout Detroit, the state of Michigan and beyond.

About Us: EcoWorks is a Detroit nonprofit with a 39-year track record of providing services at the intersection of sustainability, social justice, and community development. While EcoWorks' roots are firmly planted in energy conservation we have grown to emphasize all aspects of sustainable development. At every level, we aim to drive systemic change while remaining grounded in authentic relationships – with individual residents, students, and community leaders. Racial justice and equity are central to our work, both in how we operate internally and how we design and run programs for clients and community.

Our clients range from low-moderate income households and community organizations to businesses and local governments. We have generated savings of more than \$30 million for clients in our service area, and have helped secure over \$5 million for local governments to invest in sustainability projects.

Today, EcoWorks has a team of 27 FT staff, an annual budget of \$2.5 million, and operates three core programs:

Eco-D provides residents and community organizations with resources to achieve healthy, affordable, resilient, and energy secure homes and neighborhoods. Since 2006, we have provided energy and water efficient upgrades and education to over 57,000 low-income clients, resulting in annual savings of 14-20%, or over \$49 million collectively. We partner with neighborhood groups, human service agencies, and utilities, continuing to design programs that foster affordable, healthy, and efficient homes for all.

Strategic Community Initiatives, develops custom-fit climate and energy solutions for municipalities, school districts, health systems, small businesses and non-profit organizations. SCI has secured over \$5 million in clean energy investments and provided energy management services to over 30 Michigan municipalities.



The **Youth Energy Squad** grows the next generation of green leaders by engaging young people from diverse backgrounds in hands-on, place-based projects that make their homes, schools and communities more sustainable for everyone. We work with more than 800 students in 50 school green teams annually, have provided \$662,000 in summer stipends and AmeriCorps scholarships to high school students, and saved Detroit Public Schools over \$1.6 million in utility costs.

All of these programs are united through **Net Zero For All, Starting Today (F.A.S.T.)**, a regional initiative to eliminate climate pollution while keeping equity and justice front and center.

Who We Seek: The skills and initiative needed are commensurate with our bold aspirations. You should find our work and our vision exciting, even exhilarating. We seek a track record of successful business management, organizational strategic leadership, fundraising, building and leading movements and coalitions, and adapting to complex, changing landscapes. You should bring expertise in one or more of the following: clean energy and climate solutions, sustainable community development, and social and environmental justice. Experience working with people of color and diverse communities, particularly in urban settings, is highly preferred.

Over 90% of our work is done in active collaboration with other organizations, so you must be skilled at navigating complex arrangements and communicating clearly with a variety of partners. Setbacks should give you pause for reflection and rethinking strategy but cannot deter you from finding solutions. Importantly, your professional goals should align with our organizational values of integrity, collaboration, excellence, vision, sustainability, and justice.

At this point in our history, our priorities for the next Executive Director are:

- Deepen the impact of our programs, uniting research, community engagement, policy advocacy and excellent service delivery into seamless, transformation models
- Expand and cultivate new partnerships with grassroots organizations, public sector agencies and institutions, and businesses
- Enhance the visibility and positioning of EcoWorks by sustaining a public presence (e.g. coalition leadership, conference presentations) and through engaging communications
- Lead and support a team of highly capable, passionate individuals who are committed to our mission and core values
- Foster a culture that is deeply rooted in justice and equity, collaboration, personal and professional growth, and continuous improvement
- Bolster our internal capacity for impact by shoring up our fundraising plan and improving efficiency of our operating systems
- Nourish the board of directors with the information and motivation to serve as organizational champions and provide effective oversight of our governance, finances, and strategic direction



Resources: This is a high stakes position that comes with some high-powered resources:

- An organizational passion, strong reputation, and history of innovation in the social sector
- An intelligent, eclectic, diverse, driven staff who strive to change the world
- A strong network of partner organizations across the state that collaborate well to accomplish greater impact, including nonprofits, cities, state agencies, and businesses

How to Apply: We seek and welcome a diverse pool of applicants (see our Equal Opportunity Employment Policy below). To apply for this position, please send a thoughtful cover letter, resume, salary requirements, and work sample to hiring@ecoworksdetroit.org with the subject line "EXECUTIVE DIRECTOR APPLICATION". We would prefer work samples that are brief (1-3 pages) and focus on a project proposal, project description, or a persuasive article. Applications will be taken on a rolling basis; all applications received by June 19th will receive priority review.

Equal Opportunity Employment Policy: EcoWorks has a long-standing record of nondiscrimination because of race, color, religion, creed, national origin, ancestry, disability, weight, gender, sexual orientation or age. All EcoWorks policies, practices and procedures relating to training, development and promotion are administered equally and in accordance with all applicable laws. All employees, interns and volunteers are responsible for complying with these policies, procedures and laws. It is also EcoWorks' policy to give full and fair consideration to applications from disabled persons and to provide appropriate training, development and promotion prospects to persons with disabilities. EcoWorks will regularly monitor these procedures to ensure continued compliance with the Equal Employment Opportunity guidelines.

