

ABOUT GREENLIGHT FUND

Founded in Boston in 2004, GreenLight Fund addresses barriers to economic mobility for children, youth and families in high-poverty urban areas by creating local infrastructure and a consistent annual process to:

- Identify critical needs and barriers for people experiencing poverty;
- Import innovative, entrepreneurial programs that can have a significant, measurable impact; and
- Galvanize local support to help programs reach and sustain impact in the city.

In addition to the founding site in Boston, GreenLight Fund now has sites in Philadelphia, the Bay Area, Cincinnati, Charlotte, Detroit, Kansas City, Atlanta, the Twin Cities, and is currently launching in Baltimore. Since our founding, GreenLight has launched and supported 33 innovative organizations in sites that reached more than 325,000 children and families last year.

With a new strategic plan in place, GreenLight Fund is poised for continued growth, with a focus on deepening community impact, growing to new cities, building our learning capacity, building strategic partnerships, and centering equity in all that we do.

To learn more about GreenLight Fund's work, please visit <http://greenlightfund.org/>.

THE OPPORTUNITY

GreenLight Fund is currently seeking a dynamic, passionate, and collaborative Executive Director to lead the launch and establishment of GreenLight Baltimore.

Reporting to GreenLight Fund's National Portfolio Director, this entrepreneurial leader will build the GreenLight Baltimore Selection Advisory Council and run the diligence and selection process which includes: identifying portfolio organizations and supporting expanding organizations as they launch and grow Baltimore. In addition, they will steward and secure funders and other resources to support GreenLight Baltimore and its portfolio organizations and engage a wide variety of stakeholders in this work.

This is a fantastic opportunity for a results-oriented and inspiring leader to work autonomously to bring a proven model of growing high-performing nonprofits to Baltimore and to engage individuals, funders and companies, from the entrepreneurial business world to private-sector investors, in meaningful community impact. The Executive Director will lead autonomously in Baltimore to deliver GreenLight's Method of impact and partner with peers across the country to find and spread what works and support the national GreenLight network.

Responsibilities include, but are not limited to, the following:

- Recruit and manage a community-wide Selection Advisory Council to advise on identifying Baltimore's high priority community needs and the vetting and selection of portfolio organizations that can powerfully address them
- Run an annual selection process to identify organizations with potential to have a significant impact on community needs, conduct rigorous diligence and deep landscape analysis on

Baltimore Executive Director
 GreenLight Fund
 Baltimore, MD

- Represent GreenLight Baltimore externally and cultivate a network of relationships with community leaders, entrepreneurs, the private-sector investor community, philanthropic partners, government officials, and nonprofit and business leaders, prospective partner organizations, and select one organization annually for GreenLight Baltimore support
- Engage the voice of community members with lived experience navigating poverty in determining priority needs and solutions
- Actively steward GreenLight Baltimore investors, secure event sponsorships, and lead all stages of the fund-raising cycle.
- Secure critical resources, financial and otherwise, for GreenLight Baltimore and portfolio organizations, and actively and thoughtfully steward these relationships over time
- Serve as an active local board member for portfolio organizations
- Act as a strategic thought partner to and connector for local portfolio organization Executive Directors and boards on a broad range of strategic and operational issues
- Create and manage events to launch new portfolio organizations to the region’s community and build awareness of and support for portfolio organizations
- Participate actively in the GreenLight network of site Executive Directors and local and national staff to share best practices, knowledge of promising social innovation, and strategies to build the network and collaborate to find and support GreenLight organizations
- Help execute the organization’s Strategic Plan over the next 4 years to deepen community impact, grow to new cities, build our learning capacity, build strategic partnerships and center equity in all that we do.

CANDIDATE PROFILE

The Baltimore Executive Director will be an experienced, innovative, and collaborative leader with compelling presence and exceptional communication and relationship-building skills. *While no one candidate will possess every quality outlined for this position*, the successful candidate will bring many of the following professional qualifications and personal attributes:

- Authentic passion for GreenLight’s mission and commitment to the Baltimore community
- Proven commitment to bringing a racial equity lens to their work and deep understanding of how systems of oppression have affected communities experiencing poverty
- A successful track record in entrepreneurial environments holding positions of increasing complexity and responsibility
- Demonstrated experience developing effective working relationships with people from a wide array of backgrounds, leading groups and developing talent, all with a collegial and team-building approach that puts others at ease, engenders trust, and is grounded in community needs
- A track record of securing financial resources from a variety of sources, building awareness of and support for important endeavors, and successfully cultivating and stewarding donors over time
- Strong analytical skills and experience with due diligence and/or grant-making processes

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- Experience and relationships in the Baltimore philanthropic, nonprofit and/or business sectors, as well as knowledge of the critical social issues affecting low-income residents in the area
- Experience building and managing pipelines, especially with donors and/or programs
- Superb verbal and written communication skills and the ability to represent GreenLight Baltimore and portfolio organizations in a professional, engaging and dynamic manner
- Creative, collaborative, entrepreneurial, and action-oriented with an eagerness to roll up one's sleeves and work hands-on to grow organizations
- Familiarity with nonprofit and/or philanthropy sectors, ideally with knowledge of the social innovation world and results-oriented, evidence-based program design; passion for and a demonstrated commitment to social entrepreneurship and social change
- Bachelor's degree is strongly preferred but not required.

COMPENSATION AND BENEFITS

The starting salary range for this position is \$105,000 - \$120,000. The compensation package includes medical, dental, and vision insurance, 401k match, and generous PTO and parental leave, as well as short- and long-term disability, life insurance, FSA, EAP, and professional development stipend.

Greenlight Fund is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBT applicants.

CONTACT

Koya Leadership Partners has been exclusively retained for this search. To express your interest in this role, please submit materials [here](#). Materials should include a thorough resume and compelling letter of interest. All inquiries and discussions will be considered strictly confidential.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Leadership Partners, visit www.koyapartners.com.