



Join Our Team as the Executive Director at We Don't Waste

At We Don't Waste, we believe that nutritious food goes to people, not landfills, and is accessible to all. As a fast-growing, high-impact, award-winning nonprofit organization in the Denver Metro area, we focus on reducing food insecurity and waste through innovative food recovery initiatives. We're looking for a dynamic and experienced leader to join us as the Executive Director.

The Opportunity:

We are actively seeking an experienced and forward-thinking Executive Director who will be at the forefront of driving the growth and impact of We Don't Waste. In this influential leadership role, the Executive Director will lead initiatives across various key domains, including revenue generation, strategic planning and execution, relationship management, organizational development, and staff oversight. We place a strong emphasis on cultivating diversity both within our organizational structure and in our external partnerships, recognizing the importance of inclusivity in fostering innovation. The new Executive Director must hold a deep passion for We Don't Waste's mission to drive positive change in our community.

The Executive Director's responsibilities encompass developing and executing strategic plans aligned with our mission, ensuring the organization's financial health through innovative revenue-generation strategies, and transparent communication with the Board of Directors, staff, and our community. This visionary leader will play a pivotal role in building and maintaining strategic partnerships, both within the organization and with external stakeholders, contributing to a collaborative ecosystem that aligns with the broader community's needs. With a commitment to continuous improvement, the Executive Director will also assess and optimize internal organizational structures to enhance efficiency and effectiveness, ensuring that We Don't Waste remains a dynamic force in addressing food insecurity and waste.

Key Responsibilities:

Organizational Strategy:

- Execute and oversee the implementation of the Board-approved Strategic plan.
- Formulate a comprehensive long-range strategy to accomplish the organization's mission.
- Regularly update the Board on operational progress.
- Identify new business opportunities.

Development Fundraising Strategy & Implementation:

- Develop and execute an effective fundraising strategy.
- Incorporate individual giving, major gifts, special events, sponsorships, and grants.
- Ensure transparent financial management in accordance with laws and best practices.
- Maintain and expand relationships with key donors.

Board Liaison:

- Serve as the primary liaison to the Board of Directors.
- Support the board in following governance best practices.

Organizational Management:

- Provide Leadership to Community Outreach, Engagement, and Impact teams.

- Provide guidance to the Operations team; continuously seek opportunities for process improvements, increased efficiency, and reduced costs.
- Oversee all staff functions, development, advancement, and evaluations.

Qualifications:

- Passion for the mission of We Don't Waste and the ability to implement that mission.
- Demonstrated track record of effective leadership in a nonprofit, preferably as an Executive Director, CEO or in a leadership role.
- Experience in managing both staff and board operations and experience managing and developing teams.
- Proven success in planning and executing fundraising and sponsorship initiatives on both large and small scales.
- A discerning ability to identify and cultivate strategic partnerships, as well as engage and manage volunteers effectively.
- Proficiency in fundraising, development, and donor database software.
- Financial acumen with experience in budgeting and financial analysis; proficiency in QuickBooks is preferred.
- Demonstrated commitment to fostering diversity and inclusion within the organization, with a track record of implementing inclusive practices.
- Strong community engagement skills, with the ability to connect with diverse communities and build lasting relationships.
- Effective public speaking skills, capable of representing the organization to diverse audiences and stakeholders.

Salary/Benefits:

- Yearly equivalent salary of \$125,000-170,000 plus potential bonus based on goal achievement.
- Generous vacation benefits, health insurance, dental and vision coverage, life insurance, IRA-matching program.
- Volunteer time off for community service.

Application Process: Qualified candidates should submit a resume and cover letter to edsearch@wedontwaste.org

Equal Opportunity Employer: We Don't Waste is an equal opportunity employer that values diversity and is committed to providing equal employment opportunities to all qualified individuals. We encourage applicants from all backgrounds to apply. Our hiring decisions are based on merit, qualifications, and business needs, and we strive to create an inclusive and respectful workplace that reflects the diversity of the communities we serve. If you require accommodation during the application process or in the workplace, please let us know.

Disclaimer: This job description is not exhaustive and may change based on evolving business needs. Job duties and responsibilities are subject to change.