

TOMORROW'S WOMEN

Courage. Leadership. Change.

JOB POSTING - EXECUTIVE DIRECTOR

After four incredibly successful years that included significant growth in our organization, Tarrie Burnett our current Executive Director, is moving on. This opens an unusual opportunity for the right person to lead this highly successful peacemaking organization currently celebrating our 20th anniversary. **Tomorrow's Women, (TW) based in Santa Fe, New Mexico, is now accepting applications for an Executive Director** who is a dynamic, results-driven, bold, and accomplished leader with outstanding strategic, communication, and fundraising skills. A passion for advancing our mission is essential, as is a record of effective collaboration and organizational management.

This is a unique opportunity for an executive leader to step into young women's empowerment and to make a GLOBAL IMPACT for social justice and peace!

ABOUT TOMORROW'S WOMEN

Tomorrow's Women teaches young women from Israel, Palestine, and the U.S. the emotional and practical skills they need to become leaders and peacemakers. TW's Executive Director and staff in the U.S. and in Israel and Palestine support them as they use their skills to grow, develop, and implement projects that promote civil society.

Our primary participants are young women who are Palestinians living in Israel, the West Bank including East Jerusalem and Gaza, Jewish Israelis, and Americans who are between the ages of 15-29. Hundreds of young women have been engaged in our network of alumnae since 2003! TW has nearly 500 alumnae who are regularly engaged in events throughout the year. A devoted group of staff, trainers, facilitators, board members, and volunteers oversee that work.

Our work is about developing leadership in these young women and striving to understand the different cultures, faiths, experiences, and beliefs of our staff and participants who are living the complexity of the Israeli/Palestinian conflict. It's important to maintain political neutrality in all situations related to work with and for Tomorrow's Women.

OVERALL ROLE

Our programs include (1) a three-week *summer intensive in Santa Fe, NM*; (2) year-round follow-up *trainings* in Israel and Palestine; (3) advanced training for young leaders who choose to make social justice and peacemaking an integral part of their lives, including **National Young Leader Speaking Tours** and mentorships during the summer intensive; (4) outreach to local American youth through the Peace Ambassador program based in NM.

TW's Executive Director reports to an active, engaged, diverse, and supportive, national Board of Directors and supervises dedicated staff in New Mexico, Israel, and Palestine.

TW's funding comes from a strong base of individual donors, family foundations, private foundations, and faith communities in New Mexico, across the nation, and internationally. TW has established an endowment that supports programs on an annual basis, rare among commensurate nonprofits. Besides serving as chief fundraiser, the Executive Director prepares an annual budget of over \$700,000 approved by the board and is accountable for the disbursement of those funds over the various TW programs.

As an accomplished Executive Director, you will have the opportunity to build on our strong reputation and continue to advance TW as a leader in the women's empowerment and peacebuilding field. We seek to attract and hire an experienced and visionary Executive Director who has the courage to lead, is dedicated to the promise of change, and lives by the organization's core values of compassion, justice, and peace.

Visit www.tomorrowwomen.org to learn more about our unique programs.

The Executive Director (ED) oversees all operations of Tomorrow's Women and reports to the Board of Directors.

RESPONSIBILITIES

- In close collaboration with co-directors in the region - plan, manage, and evaluate all existing programs and operations in Israel, Palestine, and the U.S.
- Oversee finances, including preparation of annual budget and audit, instituting accounting and other administrative systems, with regular reports to the board
- Develop, administer, and execute all fundraising efforts and activities in order to meet annual budget
- Provide all necessary support and education to the board of directors; serve as liaison between staff and board
- Plan and manage outreach with stakeholders and potential stakeholders in the U.S. and abroad, media and community relations, advertising, and marketing. Serve as chief spokesperson for the organization
- Remain informed about the situation in Israel and Palestine and the impact on participants and staff
- Stay abreast of trends in nonprofit management and philanthropy in the U.S. and Israel
- Travel to Israel and Palestine as needed and in the U.S. for annual Young Leader Tours
- Leadership of all bi-weekly virtual and in person staff meetings

PERSONNEL MANAGEMENT

Supervise the hiring of all staff and outside contractors; ensure compliance with all regulations affecting organization and employees; foster staff growth and education including strategies, policies, and programs for volunteers.

MINIMUM REQUIREMENTS

- College graduate
- 5-10 years previous experience in executive leadership
- Significant experience in youth and cross-cultural teamwork
- Proven strategic and visionary leader that can respond to a changing environment and unexpected challenges
- Experience in managing a comparable-sized organization/program
- Strong success as a fundraiser across all income categories, foundations, corporations, government funding, and creating diverse revenue streams
- Ability to develop and implement new programs and activities that further the organization's strategic objectives including co-leading the strategic planning process
- Demonstrated interpersonal and intercultural skills honed within a fast-paced, team-oriented environment - resourceful, flexible, creative, and compassionate
- High-level organizational skills, i.e. managing personnel, financial systems, HR, and budgets
- The ability to motivate and empower people, build trust, and delegate
- Excellent written and spoken communication skills and social media savvy
- Ability to travel within the U.S. and to Israel and Palestine with re-entry to U.S., including having all documents in order

DESIRED SKILLS

- Living in Santa Fe, NM is preferred, but not required
- Experience working with and leading a very supportive and active board of directors
- Experience in networking and building strategic alliances
- A passion for social justice and empowering young people
- Facilitation, speaking, and presentation experience
- Some knowledge of the Palestinian/Israeli conflict and the geopolitics of the region
- Success as a fundraiser across all income categories, foundations, corporations, government funding, and creating diverse revenue streams.

COMPENSATION & BENEFITS

Benefits and compensation are competitive with and slightly above existing executive directors of similar sized nonprofit organizations in the region. Generous benefits package includes:

- Flexible Working Hours
- Hybrid/Remote Working Options
- Paid Holidays
- Paid Time Off - including flexible sick/mental wellness days
- IRA Retirement Matching
- Health Insurance Stipend
- Technology Stipend
- Mileage Reimbursement

TO APPLY

Applications should be submitted electronically and will be reviewed immediately. Our desire is to review applicants upon receipt and to hire no later than December 20, 2023. Submit to twsfsearch@gmail.com. Include your 'Full Name followed by Executive Director Position' in the subject line and include the following:

- Cover letter
- Current resume or CV
- Social media accounts
- Professional references with full contact information and association
- Professional writing sample
- At your discretion, any additional material that will support your application

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