



EXECUTIVE DIRECTOR POSITION ANNOUNCEMENT

KANSAS CITY, MO

Bridging The Gap is seeking a full-time Executive Director to lead one of the most dynamic environmental organizations in the Midwest.



ABOUT BRIDGING THE GAP

Bridging The Gap (BTG) is a non-profit environmental organization serving the bi-state metropolitan Kansas City area since 1992. BTG is known for delivering effective results through boots-on-the-ground work and engages more than 1,400 volunteers annually. BTG has a broad slate of programs designed to remediate climate change, restore natural systems, and create strong and resilient communities.



OUR MISSION

To bring people together to restore the web of life on Earth and create resilient, equitable communities prepared for climate change, through environmental education and action.

Please visit our website for more information and our current programs:
www.bridgingthegap.org

THE OPPORTUNITY

BTG's 5-year strategic plan focuses on five pillars and strives to embed a commitment to equity and justice in everything we do:



Increasing our region's vegetation



Building a green workforce



Energy-efficient homes and buildings



Education and advocacy



Supporting a closed-loop economy

At BTG, we see social justice as deeply intertwined with environment, and thus part of our mission.

This role offers the chance to lead a well-established, respected, and broad-reaching organization in fostering an equitable, sustainable future for all in Kansas City. Alongside staff, the Executive Director will serve as a champion for communities experiencing environmental injustice, raising awareness in city, state and federal governments about climate change, unjust energy bill burdens, declining natural systems and lack of access to nature, and the real-world solutions to these problems.



Megan talks with residents in KCMO's Vineyards neighborhood. Our Heartland Tree Alliance staff attend community events such as this to share information about our free street tree program.

POSITION SUMMARY

Reporting to the Board of Directors, the Executive Director will have overall strategic, financial and operational responsibility for BTG's staff, programs, expansion, and mission execution. The Executive Director embodies the Bridging The Gap mission, brand, and culture, and serves as a visible leader on important environmental initiatives.

KEY RESPONSIBILITIES

For the full job description, please visit www.bridgingthegap.org/employment

Leadership and Management:

Create a positive, strengths-based, adaptive culture for BTG as a whole and lead, coach, develop, and retain a talented team of employees to carry out BTG's critically important mission. Ensure ongoing local programmatic excellence, rigorous program evaluation, and consistent quality of finance and administration, fundraising, communications, and systems; with input from team leaders, set timelines and resources needed to achieve the strategic goals.

Fundraising:

Lead revenue-generating and fundraising activities to support existing and new program operations with possible regional expansion. Identify and engage with current and potential funders and other stakeholders, ensuring a warm relationship, transparent communication, and accountability.

Education and Advocacy:

Actively educate, engage, and energize board members, partnering organizations, funders, and other volunteers. Selectively engage in issues which require special advocacy efforts, such as recognition of the value of trees and prairies, undue utility bill burdens, and the effects of climate change.



Financial Management:

Help lead in managing BTG's overall annual budget and financial health. Manage city contracts, a primary funding source, by communicating frequently with city leaders and reviewing contracts to ensure goals are being met and funding properly spent. Identify and pursue new grant opportunities to support current and new programs and identify potential risks and opportunities within the organization and its environment to protect business interests.

Communications and Brand-building:

Deepen and refine all aspects of communications—from web presence to external relations, with the goal of creating a stronger brand and educating about sustainability and justice issues. Be present at greater Kansas City events and use external presence and relationships to garner new opportunities for BTG to advance its mission.

Partnership/Relationship Building:

Develop and maintain positive relationships with state and local government officials, non-profit organizations, neighborhood organizations, private industry associations, and community agencies to coordinate outreach and services in the community. Collaborate with other entities to achieve program and overall BTG strategic goals, ensuring that all can benefit equally from program services and that all voices are heard and represented.



KEY QUALIFICATIONS

We welcome candidates who possess most of the required skills and demonstrate potential for growth. Bridging The Gap values lived experiences and prioritizes a willingness to learn. Applicants from historically under-resourced communities that do not typically have a presence in conservation are strongly encouraged to apply; their knowledge of these communities is considered a valuable contribution to this position.

- 5+ years executive director experience, or equivalent experience in another sector.
- Master's degree in a relevant field is strongly preferred. Bachelor's degree is required.
- Strong strategic vision, coupled with attentiveness to detail and follow-through.
- Excellent written and verbal communication skills.
- Strong work ethic and ability to lead by example.
- Demonstrated experience in managing people and multiple programs.
- Leadership and interpersonal skills: ability to inspire, motivate, and unite diverse team members towards achieving common goals. Ability to build and maintain positive relationships with staff, community members, and stakeholders.
- Inclusive leadership skills, including the ability to foster an inclusive work environment, encourage diverse perspectives, and build diverse teams.
- Grant-writing and/or other fundraising experience.
- Innovative problem-solving skills and the ability to foresee and address potential issues.
- Entrepreneurial spirit and self-starter attitude.
- Understanding or experience with managing government contracts and negotiations preferred.





LOCATION

IN-PERSON | KANSAS CITY, MISSOURI

Compensation

Salary range is \$100,000 - \$120,000, commensurate with experience.

Benefits include 90% of health, dental, vision, and life insurance, and 100% disability insurance. We offer a competitive vacation and sick leave policy, paid holidays including the week between December 24th and New Year's Day but may be adjusted to meet your cultural or religious preferences, supportive team atmosphere, some schedule flexibility, and a dog-friendly office.

TO APPLY

Please submit (email preferred) a cover letter and resume outlining your qualifications for the position including work background, education, experience, and other skills that may qualify for this position to:

Bridging The Gap

Attn: Glenda Swinton

1427 W 9th St, #201 | Kansas City, MO 64101

glenda.swinton@bridgingthegap.org



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