



## **Executive Director**

Full-time Position (30 hours per/week)

Are you an entrepreneurial leader looking for an opportunity to grow a nonprofit organization? Are you committed to advancing socio-economic and racial equity? The Midas Collaborative seeks an Executive Director with a passion for our mission and the leadership skills to take our organization to the next level. We believe that hard working and diverse communities — including people of color, people from working class backgrounds, women, and LGBTQ people — must be at the center of the work we do, and we strongly encourage applications from people from these communities.

### **The Organization**

Founded in 1999, The Midas Collaborative (Midas) is a nonprofit organization that advances the financial security of low and moderate income (LMI) residents across Massachusetts in collaboration with its member organizations and other partners, including public officials and government entities. With our collaborative of 20+ community-based organizations in Massachusetts, and through our program and policy work, we have empowered thousands of Massachusetts residents to achieve their financial goals and invest in themselves, their families, and communities. We work predominantly with communities of color, women, and working-class families, and we directly support matched savings programs and advocate for fairer laws and regulations.

### **We envision a Massachusetts...**

- Where LMI residents save more and plan for their financial futures
- Where LMI residents are armed with financial skills to navigate successfully a demanding economy
- Where a wealth gap becomes nonexistent

### **The Position**

As Massachusetts emerges from the COVID-19 crisis, and as racial, gender and class equity are more widely recognized as critical components of a strong economy for all, the incoming Executive Director will have the exciting opportunity to work closely with the Board of Directors to shape the direction of the organization and develop a strategic growth plan.

#### *Fundraising and Community Building: (40%)*

- Serve as the organization's primary fundraiser overseeing corporate, foundation, government, and individual fundraising efforts and ensuring that development goals are being met.

- Collaborate with the staff and Board in identifying new funding sources and developing and planning fundraising events, e.g. Mass Saves Summit.
- Cultivate a strong community of Midas member organizations, ensuring Midas adds value.

#### *Management and Operations (30%)*

- Manage small team of full-time & part-time staffers and volunteers (e.g., Advisory Board)
- Set financial goals and budgets that anticipate future challenges and opportunities.
- Oversee all operations and ensure compliance and high customer satisfaction.

#### *Strategic Planning (20%)*

- Develop and drive a clear vision for the next chapter of the organization.
- Partner with the staff and Board to formulate and implement a 2-year strategic plan.

#### *Public Policy (10%)*

- Serve as a spokesperson for state policy issues affecting LMI residents.
- Oversee advocacy efforts to support passage of policy agenda.

#### **Qualifications:**

- Experience leading and managing organizational growth and change.
- Proven track record of successful fundraising efforts in the following areas: corporations, foundations, government, or individuals.
- Passion for issues related to economic development and race, class, and gender equity.
- Demonstrated ability to work effectively with staff and Board.
- Strategic and financial planning skills.
- Excellent verbal and written communications skills.
- B.A. degree and 5 or more years (or Master's plus 3 years) of management/leadership experience including board management, preferably in a nonprofit setting.
- Experience in financial security/asset-building projects a plus.
- Comfort with MS Office, and experience with CRM and accounting platforms a plus.

#### **Characteristics Desired:**

- Ability to set the strategic vision while still being a hands-on leader.
- Nurtures and cultivates strong relationships with stakeholders.
- Values curiosity, inclusion, and professional development in team building.
- Outstanding professional and personal ethics.
- Familiarity with Greater Boston funders and nonprofit community groups.

**Benefits/Logistics:** Salary commensurate with experience - \$55,000-\$62,000 annually (for 30 hours per week), plus benefits that include health coverage, paid annual sick and holiday leave, and 3 weeks paid vacation (4 weeks after 2 years). At the moment, this position is fully remote but will be based in Boston post-Covid. It will likely be a mix of in-person and remote work once the office re-opens. Occasional statewide travel may be required in a world after COVID-19.

**To apply in confidence:** Please send a cover letter and resume to [searchED@midascollab.org](mailto:searchED@midascollab.org) by **Friday, June 4, 2021**.