JOB ANNOUNCEMENT: EXECUTIVE DIRECTOR

NOTE: APPLICATIONS WITHOUT A COVER LETTER WILL NOT BE ACCEPTED

ABOUT OUTSIDE THE LENS

Since 2001, Outside the Lens (OTL) has amplified the voices of youth through photography, filmmaking, and digital media art, enabling them to produce work that has catalyzed change within themselves, their communities, and the world. Students tell their unique personal stories under the guidance of writers, journalists, filmmakers, photographers, artists, and teachers. We provide programming to youth in historically marginalized communities, both offsite and within school settings, offer onsite programming for individuals with intellectual and developmental disabilities, and train teachers and other youth providers in arts integration. OTL has reached more than 22,000 students since its inception.

OTL carries out its work with an annual budget of $1.5 million. It is led by a 12-member board of directors, has a core staff of 20 dedicated individuals, and Americorps volunteers. You can learn more about us at https://outsidethelens.org

OVERVIEW OF THE JOB

The Executive Director is an experienced and compassionate senior leader with the vision, expertise and passion for furthering the media arts/social justice mission of OTL. This leader is an inspiring and effective communicator with the ability to engage, motivate, nurture, and collaborate with an array of diverse professionals including board and staff members, volunteers, leaders of allied organizations, school leaders, individual donors, contractors, and grantmaking organizations. Adept at strategic management and committed to continuous improvement, the Executive Director is a culturally aware community advocate and fundraiser who has a deep understanding of how to lead and manage all aspects of a mission-driven nonprofit organization.

Among the Executive Director’s many duties, this leader is responsible for:

**Strategic and Collaborative Leadership**

- Working with existing and potential partners throughout San Diego County to identify and foster collaborative efforts for advancing the work.
- Building a positive workplace culture that utilizes inclusive language and practices to foster cohesion and innovation among diverse staff and volunteers.
- Engaging the program and administrative staff in transparent and supportive conversations among and between them that energize the staff and produce new strategies for approaching the work.
- Stewarding change within the organization through visionary and strategic work that builds upon the integrity and quality of the existing work to scale the organization to achieve an even greater impact.
External Relations and Fundraising

- Raising the visibility of OTL through public speaking, promotional activities, and media messaging that inspires engagement.
- Collaborating with the Advancement Director to craft and execute an agency-wide fundraising plan.
- Identifying and fostering relationships with individuals, corporations, government agencies, and foundations to promote the work of OTL and to secure resources for its work.

Management

- Operating with integrity, transparency, and accountability at all times with internal and external partners.
- Overseeing the financial and operational activities of the organization in collaboration with other senior staff.
- Providing ongoing strategic recommendations to the board based on new programmatic and funding opportunities, trends in the field, staff input/expertise, creativity, financial analysis, and risk assessment.
- Working closely with the board to ensure that programmatic, fiduciary, and legal compliance responsibilities are fulfilled in a transparent and responsible manner.

QUALIFICATIONS

- A passion for and commitment to furthering the media arts/social justice mission of OTL.
- Proven ability to strategically scale an organization.
- A track record of generating revenue for a mission-driven organization.
- Proven executive-level experience communicating, negotiating, and collaborating with diverse partners.
- Significant experience supervising, coaching, supporting, and mentoring a diverse staff and volunteer team.
- The ability to speak persuasively to audiences of all types.

Salary range: $120,000 - $145,000. Benefits provided

How to Apply: Applications without a cover letter will NOT be accepted. Please submit a resume and cover letter via email to: SearchATpatlibby.com (enter OTL in the subject line).

Posting Expiration Date: November 28th 5:00 pm PDT. Applications received after this time will not be accepted.

Outside The Lens is highly committed to diversity and a workplace environment that respects, appreciates, and values employees from all backgrounds; candidates of color are strongly encouraged to apply. OTL is an equal employment opportunity employer. OTL’s policy is to not discriminate against any applicant or employee based on race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, marital status (including registered domestic partnership status), sex and gender (including pregnancy, childbirth, lactation and related medical conditions), gender identity and gender expression (including transgender individuals who are transitioning, have transitioned, or are perceived to be transitioning to the gender with which they identify), age (40 or over), sexual orientation, Civil Air Patrol status, military and veteran status, or any other basis protected by applicable federal, state, or local laws. OTL also prohibits harassment of applicants or employees based on any of these protected categories.

AMERICANS WITH DISABILITIES ACT COMPLIANCE INFORMATION: To comply with the Americans with Disabilities Act and other applicable laws ensuring equal opportunities to qualified individuals with a disability, reasonable accommodations are made for the known physical or mental limitations of an otherwise qualified individual with a disability unless an undue hardship, direct threat to health and safety or other job-related consideration exists.