



### **¾ Time Executive Director**

reGeneration ([www.regenerationeducation.org](http://www.regenerationeducation.org)) is an American interfaith non-profit organization that advances peacebuilding through innovative approaches to childhood education, development, and resilience for young children in crisis zones afflicted by conflict, natural disaster and poverty so that they can imagine and create a better future. Core partners include those working with Waldorf education in areas such as Israel and the West Bank.

reGeneration is seeking a ¾ time (30 hour/week) Executive Director. Working remotely, the Executive Director will have overall strategic, operational, and fiscal responsibility for reGeneration and its staff. The Executive Director will be building the foundation of this organization to allow for rapid expansion with empathetic passion for the mission, professional leadership and fearless determination.

This is a service oriented job that is mission driven and requires dedication to peace and the motivation to create new pathways around the most essential work of our time. Key responsibilities include expanding the organization's presence in the Middle East, working with leaders in the peace effort in the U.S. and other collaborative organizations with a similar mission, engaging all stakeholders and donors, and running the operations of the organization.

The ideal candidate will have familiarity, exposure and expressed interest in all aspects of religion and/or the Abrahamic faiths; Israeli and Arab relations and its complexities; and/or Waldorf education, peace via children, transformational education. Cultural competency with Judaism, Christianity, and Islam is preferred; but it can also be learned. Ideal candidates will have working knowledge of trauma-informed care and language, social emotional learning, a sensitivity to current political and social climates, be willing and unapologetically promote reGeneration as a world-wide solution for peace, and a tangible passion for raising whole communities out of crisis, poverty and/or turmoil.

After working with Seeds for Change Consulting, LLC - a consulting firm to non-profit organizations based in Austin Texas, the reGeneration team realized it is at a pivotal moment in the organization's history to hire it's first Executive Director and other staff members, to follow the founder, Shepha Vainstein, who started reGeneration in 2006 in Los Angeles, CA. reGeneration is now on the cusp of evolving from a founder-run agency to a professionally staffed international organization.

reGeneration is looking for a dynamic, strategically minded, professional Executive Director who is able to:

- Ensure programmatic excellence, program evaluation, and strategies for program improvement as a leader in expanding the organization.
- Embody passion and commitment for the mission of peace and be able to communicate that passion to others.

- Develop, maintain, and support a strong Board of Directors; seek and build board involvement with strategic direction for both ongoing operations as well as strategic initiatives.
- Lead, develop, and retain reGeneration staff and interns. Skillfully and strategically hire replacements and new staff as needed.
- Ensure that reGeneration can measure successes and effectively communicate to the Board, donors, stakeholders and other constituents.
- Strengthen existing stakeholder relationships and build new partnerships and collaborations to forward the mission of reGeneration.
- Along with the Development Director, actively engage and energize current and prospective donors.
- Using the Development Assessment and Plan produced by Seeds for Change Consulting, the Executive Director will need to ensure the financial health of the organization by implementing a sound and balanced financial model with annual goals for contributed and earned revenue while staying within expense budgets.
- Produce timely and accurate financial and administrative reports. Maintain budgets and responsible for income and expenses.
- Ensure fundraising goals are met in accordance with the Development Plan that was produced by Seeds for Change Consulting in Summer, 2018.
- Oversee all aspects of fundraising including but not limited to: 2 fundraising events, grants, corporate sponsorships and individual donations. Assist the Development Director to engage with the Founder on a regular basis to utilize her talents, access her networks, continue her vision forward and move the organization beyond the current programming.
- Be available and able to travel up to 20% of time to various California cities, other US locations and an occasional trip to the Middle East (no more than 1x per year). Must be able to meet passport requirements for international travel. Please note, most travel will occur after the ED's first 120 days, when a full timeline and strategic priorities are created by the ED and approved by the board.

#### Qualifications:

- Bachelor's degree required
- Relevant managerial experience required (non-profit leadership experience preferred)
- Demonstrated experience working with a Board of Directors as a leadership staff member
- Successful and proven experience with non-profit fundraising efforts/events
- Enthusiasm and experience developing and implementing new programs
- Knowledge and familiarity with program and operational evaluation, strategic goal setting and metrics
- Excellent oral and written communication skills, including the ability to take complex issues and tailor them to a wide range of audiences and target markets for varying purposes and goals
- Have a global perspective and belief in the reGeneration mission.
- Familiarity and experience working with Microsoft Word, Excel, and various social media outlets (i.e. Facebook).
- Organized and detail-oriented with effective time management skills
- Dependable and self-motivated
- Ability to work remotely and with a flexibility in work schedule, while still managing a team of remote staff and stakeholders

- Understanding of small non-profit operations, limitations and opportunities, with a small, dedicated team of co-workers, who work in America and in the Middle East.
- Have an entrepreneurial spirit to grow a nascent organization into a strategically minded, financially stable, change-affecting leader in the global peacemaking field.
- Candidates with knowledge of Hebrew and Arabic on top of fluency in English are preferred.

The compensation for this position is \$60,000.00 for  $\frac{3}{4}$  time (30 hours/week or 128 hours/month). The Executive Director will report directly to the Board of Directors. Operational budget includes allowances for travel, administrative expenses, and some office equipment support. The position will pay for eight (8) PTO days annually at 75% after the first 90 days, renewing each calendar year. There are no other paid benefits this time. The job is expected to start on or before February 1, 2019.

If interested please send a detailed cover letter, relevant resume and three professional references with contact information to: [stacy@seedsforchangeconsulting.com](mailto:stacy@seedsforchangeconsulting.com) subject line reGeneration Talent Search – 2019 Executive Director, OR Seeds for Change Consulting, LLC, reGeneration Talent Search – 2019 Executive Director at 3112 Windsor Road A-390 Austin, Texas 78703. No phone calls please. There is no need to send electronic AND hard copies. Your cover letter should specifically address your interest in reGeneration's mission and programming, with relevant professional and personal expertise clearly outlined. You should also include a statement that you find acceptable the stated salary,  $\frac{3}{4}$  time position, and your ability to working remotely and travel periodically. Language fluency should also be discussed. Generic cover letters and/or incomplete applications will not be considered. All materials must be received by Tuesday, December 18 at 4:00 p.m. CST.

reGeneration is an equal opportunity employer and does not discriminate against any person based on age, race, national origin, gender, sexual orientation, religion, marital status, parental status, or mental/physical handicap.

[www.regenerationeducation.org](http://www.regenerationeducation.org)  
[www.seedsforchangeconsulting.com](http://www.seedsforchangeconsulting.com)