



Trash Free Maryland Executive Director Job Announcement

Trash Free Maryland seeks an energetic leader who is passionate about creating lasting change for Maryland communities. We are looking for an Executive Director who will build on past successes and nurture our potential for growth. This is an opportunity to develop and manage educational campaigns, build meaningful partnerships in the community, and further better policy with lawmakers, donors and funders as part of the movement to reduce trash and eliminate litter.

Who We Are

We are a small nonprofit organization focused on lasting change to prevent trash pollution. Trash Free Maryland brings together organizations, communities, businesses, government agencies, decision makers, and individuals committed to reducing trash in Maryland's environment. We lead Coalitions to advocate for policy and regulations to reduce trash pollution and promote lasting behavior change through public education, community outreach and awareness programs. We seek to prevent litter from happening in the first place.

Executive Director Responsibilities

The Executive Director reports to the Board of Directors and has strategic and operational responsibility for the organization.

Leadership & Management

- Develop a long-term strategic vision and advance day-to-day strategies to accomplish our mission.
- Manage operational systems to ensure excellence in programming, fundraising, budgeting, financial tracking and reporting.
- Support a positive workplace culture and team environment allowing staff, partners and volunteers to feel connected to our mission and empowered in their work.

Fundraising

- Ensure financial viability of the organization.
- Ensure mix of funding including grants, private donations and corporate sponsorships.

Communication

- Develop brand messaging strategies.
- Deepen and refine all aspects of communications from web presence and social media, to external relations to create a stronger brand.
- Serve as spokesperson for Trash Free Maryland.

Programming

- Design, implement and advocate for programs and policies that have potential for success as models for state, regional and national replication.
- Advocate for policies with media, communities, elected officials, businesses, researchers, educators and students and other stakeholders.
- Coordinate public policy positions and work closely with partners to shape legislation, strategic responses, and recommendations on public policy issues.

Preferred Experience

- Bachelor's Degree
- Leadership in legislative campaigns, grassroots advocacy or media work to support policy change
- Demonstrated ability to collaborate effectively with diverse groups of people, build relationships, and lead coalitions
- Demonstrated ability to self-direct
- Familiarity with policy and laws related to solid waste and trash
- Maryland legislative experience.
- Experience developing and implementing strategies to advance an organization or campaign
- Fundraising experience

If you don't meet every requirement but are a passionate self-starter who is willing to learn, we encourage you to apply.

Work Environment, Salary and Benefits

The position is a remote work position. Work is throughout Maryland with a focus in the Annapolis/Baltimore/ Washington, D.C. metro area. Transportation is necessary to attend meetings in the region.

- Salary range is \$85,000 to \$125,000, depending on experience
- Employer stipend for health care
- Paid holiday, sick, vacation and personal time
- Matching retirement contribution

We are a racial justice and equal opportunity/affirmative action employer. Persons of color, women, persons with disabilities and LGBTQ+ persons are strongly encouraged to apply. We strongly encourage people from communities most negatively affected by environmental injustice to apply. We are committed to hiring a leader with the right mix of experience (both traditional and non-traditional), commitment and the potential to grow with us.

To Apply

Please email a resume and statement of your interest to [hiring@trashfreemaryland.org](mailto: hiring@trashfreemaryland.org). Deadline for applications is May 24, 2024.