



POSITION PROFILE
Chief Executive Officer
(Remote Position)
DECEMBER 2023



Our Turn is in search of a mission-centered Chief Executive Officer (CEO) who can take its movement to the next level.

This role will focus on elevating student voices through groundbreaking programs and campaigns, securing the necessary funding, advancing strategic communications, and fostering collaboration across its teams to develop youth and equity-centered programs and organizational culture.



ABOUT OUR TURN

Our Turn recognizes that young people are uniquely positioned to dismantle the inequitable education system and replace it with something that truly serves all students. Its mission isn't merely about improving education; it's about championing education justice.

Education justice, for Our Turn, means students exercising decision-making power over their own education. It means students and families driving the conversation about what works best for them and ensuring that resources support their aspirations. It's about student voice becoming the evidence base for educational reform. It involves the centralization of Black, Indigenous, and students of color in data, curriculum, culture, communications, and funding. Our Turn is committed to activating the next generation of diverse civic leaders through leadership development, grassroots organizing, and movement building.

Our Turn mobilizes, amplifies and elevates the voices of students in the fight for education equity.

The new Chief Executive Officer will join the organization during an exciting period of growth. In the past year, Our Turn expanded its reach from 1.7M students to 4.1M students, through innovative national programming that builds commitment for a youth- and equity-centered education system. Our Turn's work has garnered recognition from influential publications like Teen Vogue, The 74, and The Los Angeles Times, further solidifying its position as a trailblazing force in the education justice movement.

Our Turn has built a presence at critical decision-making tables on issues ranging from statewide assessments to teaching accurate history, which has led to a greater ability to influence policy and a stronger pipeline of potential donors.

This role represents an incredible opportunity to catapult Our Turn into its next chapter. Our Turn is actively seeking a leader who can strategically advance its youth- and equity-centered impact while collaboratively guiding the management team, Board of Directors, staff members, and student leaders. With the right leader in place, Our Turn is excited to continue its upward trajectory and explore new avenues for creating lasting change.

Our Turn invites you to join in its mission to fight for educational justice, nurture and develop young leaders, and amplify student voices to create a brighter future for all students which can make a profound impact in the field of education, driving the change that students deserve. [Click here](#) to learn more.



ABOUT THE POSITION

Our Turn is in search of an exceptional Chief Executive Officer (CEO) who brings a deep understanding of programming, partnership strategy, and a commitment to youth leadership development and local organizing. In this role, the CEO will harness digital technology, promote thought leadership, and fortify the organizational infrastructure.

Reporting to the Board of Directors, the CEO will provide strategic oversight for both Our Turn (501(c)(3)) and Our Turn Action Network (501(c)(4)). The CEO's leadership encompasses organizational health, programming, fundraising, strategic communications, messaging, partnership development, and strategic growth.

This position plays a pivotal role in establishing a best-practice organization for immediate and long-term growth. The CEO will focus on elevating young people and equity across various facets of education justice. This includes shaping policies, cultivating a community of change agents, influencing public narratives, and generating grassroots and political power through democracy building. The CEO will actively pursue new fundraising opportunities from individual, corporate, and foundation donors, working closely with the Director of Development, senior staff, and board members and will align the development efforts with its programming strategy emphasizing impact through leadership development, storytelling, and student-centered initiatives.

Furthermore, the CEO will serve as a leader on the Management Team, collaborating with students and organizational leaders to advance its mission through culture development, talent planning, strategic initiatives, and financial management. The CEO will lead a team of 11-12 full-time staff members and 23 fellows. This role demands a self-starter with resourcefulness, a balanced approach to hands-on and strategic work, strong collaboration skills, adaptability, and an inspiring growth mindset.

KEY RESPONSIBILITIES:

Strategy, Governance, & Accountability

- Set the vision and strategy for Our Turn's next 3-5 years, by Fall of 2024, aligned with the organization's mission and values.
- Provide leadership and direction to the organization's staff, fostering a culture of collaboration, innovation, and commitment to educational equity.
- Partner with the Management Team to build annual and long-term strategic plans with timelines, key milestones, and activity owners that advance organizational impact and resilience.
- Demonstrate leadership and gain alignment to the strategy with tactical goals and metrics for Our Turn staff to achieve the strategy.
- Report regularly to stakeholders, including funders, on progress and outcomes.

Development & Fundraising

- Partner with the development team to formalize a development plan that delivers on the \$2.1M goal for FY24, with a pipeline for future increases over the next 3 years that aligns with the upwards trajectory of the organization.
- Develop a strategy to diversify and expand the fundraising portfolio beyond traditional education donors, including foundations, grassroots donors, high net worth individuals, and corporations.
- Build and maintain strong relationships with key stakeholders, partners, and supporters.
- Ensure programming growth by collaborating with team members to develop revenue targets and strategies that align with program goals, and offer a perspective of organization-wide strategic and operational decisions.

Financial Performance

- Partner with the Finance team to provide a consistent and transparent view into revenue and cash versus our operating budget and expenses.
- Manage the organization's budget and financial resources, ensuring fiscal responsibility and sustainability.
- Monitor financial performance and make data-informed decisions.
- Maintain a clean audit as well as 3 months of cash on hand every month throughout the fiscal year.

Organizational Leadership, Talent, & Culture

- Recruit, mentor, and develop a high-performing team, fostering professional growth and a commitment to the organization's mission.
- Partner with the management team to review the current organizational structure and develop a new operating model to allocate resources to maximize impact.
- Partner with the Management Team to oversee all aspects of operational performance, including the management of the organizational dashboard and the budget.
- Collaborate with team members to develop long-term talent plans that support the trajectory of FT and PT staff members while meeting organizational goals.
- Leverage digital technology tools to enhance organizational efficiency, communication, and program delivery.
- Create a positive, inclusive, and equitable company culture enhancing employee satisfaction and retention.

Program Development & Advocacy

- Bring expertise in working with multiple models for impact, continually assessing and improving effectiveness.
- Represent the organization in policy discussions and advocacy efforts at the local, state, and national levels.
- Advocate for policies and practices that promote educational equity and excellence while centering on elevating student voices.
- Maintain operational excellence and partner with the Chief Growth Officer to oversee the design and implementation of programs and initiatives to maximize student reach and impact.
- Ensure programs are evidence-based, data-driven, and have a measurable impact.
- Leverage C4 and electoral strategy background to advance community organizing efforts.
- Build partnerships with like-minded organizations and consult on youth-focused initiatives.

Brand, Marketing, & Communications

- Serve as brand ambassador for Our Turn and elevate youth voices as part of an overall communications strategy.
- Examine the communications function and recommend an organizational structure to enhance the reach and impact of a strategic communications function.
- Serve as a thought leader, driving the organization's presence through events, marketing, PR, and communications expertise.
- Collaborate across teams to shape messaging strategies that drive positive awareness and influence among target audiences.

Board Relations Management

- Collaborate with the Board of Directors to provide regular updates, seek guidance, and ensure effective governance.
- Support the Board in recruiting, retaining, and engaging board members.

CAPABILITIES:

- Proven senior leadership experience, preferably in the non-profit sector or related fields.
- Deep commitment to educational equity and a comprehensive grasp of educational policy, electoral strategy, community organizing, and leadership development.
- Exceptional expertise in fundraising, resource development and shaping formalized, revenue positive partnerships with external organizations.
- Effective communication skills and advocacy, capable of engaging diverse stakeholders.
- Proficiency in marketing, public relations, and communications.
- Strong grasp of technology and adept at utilizing digital tools.
- Demonstrated success in strategic planning and organizational growth.
- Financial acumen and experience in budget management.
- Collaborative and inclusive leadership style that empowers and develops staff and students, and external stakeholders.
- Dedication to fostering diversity and inclusivity within the staff and student body.
- Experience working with students from diverse backgrounds and involving them in decision-making and evaluation processes.



COMPENSATION AND BENEFITS

Our Turn offers a comprehensive compensation package for this full-time position including an anticipated base salary of \$210,000 + bonus + executive training + benefits. The salary is determined by work location and additional factors, including job-related skills, experience, and relevant education or training.

HOW TO APPLY

Our Turn, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; **parties who apply by January 29, 2024 will be given first consideration.** Please submit a CV/resume and letter of interest upon application. All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su399>

For more information or to offer recommendations or nominations:

Arasi Adkins

Senior Consultant

Summit Search Solutions, Inc.

(336) 693-7612

aadkins@summitsearchsolutions.com

Todd LoFrese

Senior Consultant

Summit Search Solutions, Inc.

(919) 442-7258

tlofrese@summitsearchsolutions.com

Our Turn encourages individuals of all backgrounds to apply for open positions, and is committed to recruiting a team that reflects the diversity of its student movement. Our Turn does not discriminate against any applicant for employment because of race, color, ethnicity, religion, gender, sexual orientation, gender identity or expression, nation of origin, disability, age, marital status, military status, or parenthood.



[Summit Search Solutions, Inc.](https://www.summitsearchsolutions.com) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, Maryland, New York, and North Carolina.

OUR TURN



"My hometown has one of the lowest graduation rates, highest crime rates, and highest rates of poverty ; but it is my home. I refuse to wait around for someone else to take action."

Desiree Martinez, Our Turn