

## **Executive Director or Two Co-Directors**

***Remote, MA, United States  
Full Time | Management***

*Search Extended with a new Priority Deadline of July 19, 2024 at 11:59 pm ET  
We are accepting applications on a rolling basis until the position is filled. Applications submitted before the priority deadline will be reviewed first.*

### **The take-away**

Ready to take on some of the most powerful forces in our society? We're looking for an executive director or two co-directors who apply together to lead a fierce, passionate, and global team that's holding transnational corporations accountable and helping create a world where all people and the planet can thrive.

### **Why you'll love coming to work every day**

**You'll help change the world by bringing your vision and strategies to our winning campaigns.** You'll be joining an organization that's not satisfied with the world as it is—and has a vision for how it should be. When your quest is ending corporate abuse, you can't be afraid to name names and demand what the world needs. For more than 45 years, we've been exposing and challenging the abuses of the likes of Nestlé, Chevron, Philip Morris International, Coca Cola, and more. We don't back down, and we run campaigns until we win.

**You'll work with awesome people.** Join a team of creative, kind, determined, optimistic, and solutions-oriented folks. We work hard, celebrate victories large and small, and center collaboration.

**You will keep advancing on your leadership journey.** We are all learning and evolving. You'll thrive here as you develop new skills, tackle new challenges, learn, and grow. And you will also develop leadership opportunities for your Corporate Accountability colleagues. We pay lots of attention to building staff leadership, and we provide support and training to help you grow in your role.

**You'll be part of an organization committed to advancing racial equity and transforming systems of oppression.** We are deeply committed to prioritizing the

leadership of people from communities who are actively targeted by corporate abuse: Black and Indigenous people and other people of color, women, low-income people, people in the Global South, and LGBTQ+ folks around the world. By “Global South,” we mean the state of people and communities around the world, including in the U.S., who are experiencing multiple and intersecting global systems of oppression. Our unique culture has been fostered by a long history of women and queer leadership at the helm. We are actively focusing on the leadership of our staff of color, knowing we are stronger when the organization reflects the vision of the world we’re building together.

### **What you’ll do**

For more than four decades, Corporate Accountability has moved millions of people to challenge corporate power through hard-hitting and fearless campaigns that achieve victories for health, human rights, democracy, and the planet. We do this by, among other strategies, exposing corporate abuse, shifting the public climate, and mobilizing people to take action, with a focus on the Global South. Our campaigns are based on research and proven practices.

That’s where you come in. We’re looking for an executive director or co-director team to lead a dynamic and fierce organization with an almost 50-year track record of success in curbing corporate power. We’ve got 50 staff and contractors located around the world, an operating budget of over \$8.5 million in 2024, and a healthy reserve fund. The executive leadership will steer and steward Corporate Accountability in a manner that is consistent with our mission and values.

The executive director(s) will manage a team of 5-7 senior directors with responsibility for research, policy, racial equity, communications, membership, fundraising, campaigns, and operations. Our executive director(s) will direct strategy, improve organizational performance, and shape culture while overseeing day-to-day activities. Reporting to an engaged 10-person [Board of Directors](#), the executive leader(s) will ensure Corporate Accountability’s finances are healthy, and our performance and results are mission-driven and effective.

### **Who you are**

Corporate Accountability seeks a strategic, experienced, innovative, and values-aligned leader or pair of co-leaders to guide us through the next chapter of the organization as we strive to counter the power of corporate abuse. While no one person is likely to tick every box on our wish list, the successful candidate will demonstrate most of the following qualifications. If you are applying as a co-director pair, you will collectively possess most of these skills and qualifications.

You may notice that our list of qualifications does not call for specific educational degrees or years of work experience. We are looking for a visionary, strategic, confident, and practical leader or co-leaders. We seek someone who can work effectively alongside our dedicated staff, high-level donors and members, grassroots partners, and other allies. Our next leader(s) will be able to hold their own against CEOs and other representatives of transnational corporate power.

We value leadership whether it is forged in formal education or practical experience; in one's personal life or on the job. We welcome qualified candidates from a wide range of backgrounds. If you don't exactly fit preconceived ideas of executive leadership or our stated qualifications, but you know you have skills and experiences that are transferable to this position, please apply! Tell us about yourself and why you should be Corporate Accountability's next executive director or co-director team.

### **Experienced Social Justice Campaigner**

- You're mad as hell about the rampant abuses of corporations and the outrageous amount of power they have—and you want to do something about it.
- You hold an informed analysis of corporate and state power, and you have an understanding of human rights and geopolitical issues in a variety of global contexts.
- You know how to wage collective campaigns for change. You have direct experience with grassroots organizing, corporate campaigning, or waging other campaigns for justice in the Global South. You understand how social justice movements work in Global South communities. Experience with corporate-focused campaigns is a strong plus.

### **Skilled Manager**

- You most likely hold at least 10 years of experience as a manager with a bulk of those years in an organizational leadership role. We recognize that leadership opportunities are not always offered equitably, and so we are open to applications from otherwise qualified candidates with fewer years of experience.
- You are effective at hiring and leading teams, and you are a compassionate, coaching-focused supervisor who brings out the best in those you work with. You have the skills to manage a remote, global organization operating in multiple time zones.
- You are adept at managing through change and conflict. You are an active listener who values building trust as the foundation of good relationships.

### **Knowledgeable of Non-profit Operations**

- You have the practical experience to oversee nonprofit operations alongside a staff team that bring expertise in their areas, including financial management, human resources, and legal compliance and risk management. You also have experience working with a board of directors that is responsible for the governance of the organization.

### **Talented Communicator & Fundraiser**

- You are a proven fundraiser with expertise in building relationships with individual major donors. At Corporate Accountability, \$5k-plus is considered a major gift and our executive leader(s) manage a portfolio of 6-figure donors. Experience fundraising from foundations or membership programs is a plus.
- You are an effective communicator. You are a persuasive storyteller who can forge partnerships with both internal colleagues and external stakeholders.

### **Collaborative Leader**

- You are committed to distributed leadership practices. You want to build a leaderful and liberatory organization that values and honors people of all identities and backgrounds, including but not limited to race, gender, and class.
- Your commitment to shared leadership also means you are open to feedback and being held accountable with love and rigor. Equally important, you know when to make the hard decisions, and when and how to hold people accountable to our shared work.
- Your leadership style is human-centered, joyful, and collaborative. You approach your leadership role with humility and resiliency, and you are comfortable leading from behind, from the front, and from alongside a bold and talented team.

### **Rooted in Global South Perspective**

- You demonstrate a commitment in your daily work to advancing equity and ending systems of oppression based on colonialism, race, gender, sexual orientation, language, class/income, or disability.
- You (or at least one co-director) can point to a significant history of living, working or campaigning in the Global South. By “Global South,” we mean the state of people and communities around the world, including in the U.S., who are experiencing multiple and intersecting global systems of oppression.
- You are most likely, but not necessarily, bilingual with English as one of your languages, and even better, you are comfortable in a language spoken in the Global South.

## **What you'll be responsible for in the day-to-day**

- Provide vision and leadership to expand and strengthen Corporate Accountability's capacity to wage and win multiple campaigns.
- Build relationships with community members, including campaign partners, donors, allies, researchers, reporters, and policy analysts.
- Ensure effective management of Corporate Accountability staff in a manner that is collaborative and liberatory.
- Manage the organization in a manner that emphasizes equity and inclusion and centers the voices and experiences of Black, Brown, and Indigenous communities, and people of the Global South.
- Maintain and grow the financial strength of the organization, by both ensuring effective and strategic financial management and taking on a leadership role on the fundraising team.
- Facilitate organizational direction, ensure effective planning, and provide operational leadership toward the achievement of Corporate Accountability's mission and goals.
- Increase visibility of the organization and its work to members, potential members, and allies.
- Position the board of directors to serve the organization toward maximum campaign impact.
- Guide Corporate Accountability's overall strategy relative to transnational corporations, government officials, and international agencies.
- Make hiring decisions and establish rules, procedures, and standards across the organization.

## **Practical details**

**Salary:** \$160,000-\$180,000 at 100% FTE. Our leader(s) will work full-time schedules (32 hours weekly) and so whether a pair of co-directors or solo directors, each person will be compensated at the same amount. Corporate Accountability has established an equity-focused salary scale that ensures the highest and lowest salaries in the organization are not more than 3:1 in ratio. We do not negotiate salaries with candidates, also for equity reasons.

**Location & Work Authorization:** Corporate Accountability is a global organization with staff and Board based around the world. Our leadership is required to reside in and must be authorized to work in the United States. Generally, the executive director or co-directors can expect to travel approximately six to eight times a year for internal planning and team building priorities (often to Boston). Additionally, travel to achieve fundraising and campaign objectives can be expected, at the discretion of the leader(s).

**Hours:** Corporate Accountability’s full-time staff generally work 32 hours per week, with periods of more intensive work that correspond with the ebb and flow nature of campaigns or projects throughout the year. Our core working hours are 10 am - 4 pm ET on Tuesday, Wednesday, and Thursday, with flexibility to determine your remaining hours of the week in coordination with your team. Given the nature of campaigning, rapid response moments, and working with organizers and activists at an international organization, there will be instances where you would need to be available outside of standard business hours.

**Benefits:** Our comprehensive benefits package includes:

- Health insurance (with 90% of the premium for all tiers covered by the organization) and dental coverage (with 100% of the individual premium covered by the organization); Flexible Spending Account (FSA) options for transit, health care, and dependent care; voluntary life insurance; an employee assistance program; and 401(k) with employer match.
- Generous time off policies, including one month of personal vacation time, one week of office closure for collective rest, holidays, and unlimited wellness days to prioritize health.
- \$40/month home office stipend, with \$250 provided at the time of hire to help set up a home office.
- Both internal and external training and leadership development opportunities. Corporate Accountability’s staff and Board are fully committed to a successful leadership transition and will work with our next leader(s) to identify learning edges and provide appropriate professional development and support, including ongoing executive coaching.

**To apply or find out more**

[Strategies for Social Change®](#) (SSC) is conducting Corporate Accountability’s leadership transition and search. SSC is a woman of color owned and-led capacity building and leadership development practice dedicated to working with social justice organizations.

Please forward applications, referrals to potential candidates, or requests for an optional, confidential informational call to [LeadCorporateAccountability@strategiesforsocialchange.com](mailto:LeadCorporateAccountability@strategiesforsocialchange.com). Applications that are submitted by the priority deadline, July 19, 2024 at 11:59 pm ET, will receive priority review before interviews begin. However, applications will be accepted beyond this date on a rolling basis until the position is filled.

Applications will be accepted from solo candidates as well as co-director teams of two. Co-director teams must apply together; Corporate Accountability will not match co-directors.

In addition, qualified candidates must reside in and be authorized to work in the United States.

Applications should include the components listed below as a single, combined PDF:

- 1) A thoughtful and compelling cover letter (up to 3 pages for solo applicants and up to 5 pages for team applicants) that addresses:
  - Why are you interested in working with Corporate Accountability? What about us do you find inspiring and why?
  - Highlights of relevant qualifications and experience you bring to this role. Specifically, please summarize your experience living, working or campaigning in the Global South, by which we mean the state of people and communities around the world, including in the U.S., who are experiencing multiple and intersecting global systems of oppression.
  - Co-director applicants please also address: How have you worked collaboratively together in the past?
- 2) A resume or CV. Co-director applicants are asked to submit separate resumes.
- 3) A list of three references per applicant who can speak to your qualifications. The list should include names, affiliation, relationship to you, email addresses and phone numbers. We ask that at least one reference is a former/current employer and one is a former/current supervisee. Note: References will not be contacted until the final stage of the search and candidates will be given an opportunity to notify their references in advance.
- 4) In addition to the above, co-director applicants are asked to submit a joint, 2-page proposal describing how they envision dividing and sharing leadership roles and responsibilities.

Please email all documents as a single PDF to [LeadCorporateAccountability@strategiesforsocialchange.com](mailto:LeadCorporateAccountability@strategiesforsocialchange.com). Applications that are incomplete or that come with multiple attachments will not be accepted. Selected applicants will be contacted for interviews in the weeks following the priority deadline of July 19, 2024. Applications may be reviewed over time, so please be patient if you do not hear from us immediately.

*Corporate Accountability stops transnational corporations from devastating democracy, perpetuating systemic racism, trampling human rights, and destroying our planet. We are building a world rooted in justice where corporations answer to people, not the other way around – a world where every person has access to clean water, healthy food, a safe place to live, and the opportunity to reach their full human potential.*

*Corporate Accountability is an equal opportunity employer and an inclusive organization. Black and Indigenous people and other people of color, women, nonbinary people, LGBTQIA+, and disabled folks are strongly encouraged to apply. Join more than 50 smart and driven staff and contractors working in this dynamic organization with a powerful network of members and allies around the world.*