



Sustainable CT Seeks Executive Director

About Sustainable CT

In 2016 and 2017, a driven collective of visionary leaders and impassioned residents, in collaboration with the Connecticut Conference of Municipalities, set the stage for something extraordinary – the birth of [Sustainable CT](#), a dynamic 501c(3) entity crafted by towns, for towns. Sustainable CT is a unique nonprofit, inclusive of all people within the 169 towns and cities in Connecticut. Each locality stands proudly represented by municipal officials, dedicated staff members, local volunteers, and regional entities advocating for their communities. Sustainable CT proudly embraces inclusivity, innovation, and collaboration with an unyielding commitment to equity and the creation of thriving sustainable communities.

Sustainable CT fosters inclusive, resilient, and vibrant Connecticut municipalities, creating opportunities for everyone to thrive, offering a menu of [sustainability actions](#) that not only builds local economies but champions equity and honors the finite capacity of the environment. Sustainable CT also provides [technical assistance](#), paving the way for the advancement of sustainability initiatives. Recognition and certification become the crowning achievements for municipalities who engage with Sustainable CT. To date more than [130 communities](#) have already enlisted with the organization unleashing a wave of over [3,700 actions](#). Communities have achieved [Bronze](#), [Silver](#), [Gold](#), and [Climate Leader](#) status, proudly bearing the torches of sustainability leaders.

Other Sustainable CT offerings include:

- [Fellowship Program](#): Highly qualified fellows are strategically placed across the state’s Councils of Governments (COGs) to help cities and towns become registered, certified, or recertified, transforming cities and towns into beacons of sustainability excellence.
- [Municipal Support Programs](#): A plethora of free resources designed for communities committed to working on specific actions.
- [Community Match Fund](#): Fast, flexible funding and support to bring to life projects aligned with the menu of sustainability actions.

Operating as a virtual organization and with a permanent [staff](#) of seven, including the pivotal Executive Director role, Sustainable CT has made steady progress in its non-profit lifecycle from start-up to growth and toward maturity and is also supported by a dynamic and experienced corps of equity coaches and motivated fellows. Predominantly funded by private grants, Sustainable CT runs with an annual operating budget of approximately \$1 million, exclusive of its sub-grant program, and is overseen by a 16-member Board of Directors, a diverse group of community champions and government and business leaders.

About the Transition

Since its founding, Sustainable CT has been very well-led by its Founder and Executive Director who will retire once a new, permanent Executive Director is hired.

Opportunity Going Forward

As the organization’s first external successor to its founder-leader, the Executive Director will have the opportunity to lead an inclusive, innovative, and collaborative state-wide organization that is a catalyst for the sustainability movement in Connecticut. In collaboration with a dedicated, experienced, and cohesive

cadre of staff, coaches, and fellows, the Executive Director will continue to grow Sustainable CT's impact throughout the State. High priorities for the Executive Director include:

- Ensuring that the existing strong and strategic relationships Sustainable CT has with municipalities, aligned partners, and funders are transitioned, maintained, and grown.
- Establishing short- and long-range goals and developing a long-range strategic plan to chart a fiscally responsible course of action towards organizational sustainability that balances ambition and vision with funding, investment, and staff capacity and development.
- Networking regularly with municipalities, board members, funders, partners, and key stakeholders to promote the mission and to broaden impact while increasing the brand recognition of Sustainable CT.
- Serving as the primary spokesperson, chief ambassador, and storyteller of Sustainable CT to promote the organization and to encourage engagement, participation, certification, and local actions that lead to statewide impact.
- Serving as the primary professional fundraiser for Sustainable CT, leverage prior fundraising successes to grow support from new and existing grantors, while securing additional unrestricted funding.
- Managing and supporting a team of professionals to collectively deliver on the organization's mission and vision.

Candidate Profile Desired

Credentials:

- Three to five years of senior leadership, or equivalent experience, preferably at a nonprofit of comparable scale.
- Passion for and commitment to environmental justice, sustainability, equity, and/or community engagement with a strong knowledge of Connecticut.
- Culturally sensitive leader with a strong understanding and demonstrated commitment to diversity, equity, and inclusion.
- Understanding of and exposure to municipal operations in Connecticut would be ideal.

Skills and Qualities:

Consummate Communicator, Networker, and Fundraiser

- Motivated and highly capable of serving as the chief spokesperson for Sustainable CT to enhance its public presence and increase program participation and recognition.
- Excellent written and verbal communication skills to speak passionately and credibly about Sustainable CT's mission and its impact on municipalities, residents, stakeholders, partners, and the State with the ability to recruit, maintain, and support municipalities to participate with Sustainable CT and enable municipalities to expand their engagement and impact.
- Adept at sustaining existing philanthropic relationships and attracting new ones and/or corporate partners as well as experience and skill at crafting and stewarding grant applications.
- Vigorous networker committed to being present in communities throughout the State to grow Sustainable CT's footprint and deepen each community's impact.

Strategic and Accountable Leader

- Accomplished administrator with prior experience leading an organization of comparable size and scale who sets the tone for the culture of the organization.
- Able to manage the financial obligations and responsibilities of a nonprofit, including budgeting, reporting, and compliance.

- Skilled at facilitating strategic planning with the confidence to offer and consider informed opinions and proposals for strategic direction.
- Able to define clear roles and responsibilities and to hold self and staff to high levels of accountability for tasks and functions.

Experienced Leader of People and Culture

- Experienced hiring, onboarding, inspiring, and managing mission-driven staff, coaches, and fellows.
- Able to create and sustain a cohesive, organization-wide culture that is equitable, open-minded, respectful, transparent, inquisitive, and collaborative, a trusting workplace where staff have agency and are empowered to contribute while respecting work-life balance.
- Listen actively and attentively to engage employees, partners, and municipalities to benefit from diverse opinions and collective action and decision making.
- Skilled in human resource practices including performance management and professional development.
- Board developer who supports the recruitment, engagement, and participation of all members.

Compensation, Benefits, and Work Environment:

This is a full-time, exempt, at-will position with a starting salary of \$100,000 to \$120,000, commensurate with experience and qualifications. Sustainable CT offers a competitive benefits package and paid leave, including four weeks of vacation. Sustainable CT operates as a fully remote organization.

Application Process and Additional Information

Sustainable CT is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, weight, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law.

Candidate must include a resume and a cover letter that describes how qualifications and experience match the needs and mission of Sustainable CT. Applications will be accepted until the position is filled with those received by March 29, 2024, receiving priority. Upload required documents, preferably in PDF format, to: <https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at: jtarkin@eostransitions.com.