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The Rose Foundation for Communities and the Environment is seeking a dynamic and experienced leader to be our next Executive Director as we embark on an exciting new chapter. A long and consistent investor in the environmental health and community grassroots leadership in communities on the West Coast, particularly in California, the Rose Foundation is looking for an executive who can both embrace its legacy and chart a path forward into the next decade.

#### WHO WE ARE

Since its founding in 1992, the Rose Foundation has worked hard to bring voices from communities who are most vulnerable to environmental hazards to the forefront of the dialogue. We have built our programs around the principle that better decisions are made when the communities most affected are at the center of the decision-making process.

The Rose Foundation is committed to empowering grassroots leaders, particularly those most impacted by environmental pollution. Our mission is to amplify community voices by making grants to community-based organizations, restoring natural resources, building capacity, and fostering the next generation of environmental leaders. We are dedicated to creating a sustainable future that empowers individuals and communities to advocate for their rights and the health of our planet.

The Rose Foundation carries out its mission through community-led programs. Our grantmaking programs support community-based projects and organizations that are building long-term solutions that benefit people, the environment, and the economy. In 2024, the Foundation made approximately \$8.3 million in grants. The Rose Foundation is not an endowed foundation. The majority of the Foundation's grantmaking is funded through settlement agreements secured as a result of consumer protection and environmental enforcement litigation by nonprofit advocacy organizations, primarily in California and Washington. Many Rose grant funds are advised by volunteer funding boards who donate their time and expertise to help us find and support strategic, innovative, and effective organizations whose work closely fits the goals of each particular fund. Grantee funding board members include community leaders and stewards in impacted communities, scientists, and other issue experts. The New Voices Are Rising Program is our core youth development and leadership program serving low-income high school students from the East Bay area. New Voices engages high school aged students from frontline communities in our Summer Leadership Academy and School-Year



Fellowship program and has reached many thousands of students via classes taught in Bay Area public high schools.

The Foundation currently employs a talented team of 11 full- and part-time staff members as well as an interim Executive Director. The current Board of Directors is comprised of twelve members who bring a wealth of experience in environmental grantmaking, environmental law, investment management, community stewardship and public health. The Foundation is planning for steady incremental growth in both assets and grantmaking over the next five years and the new ED will have the opportunity to guide the Foundation in the development and implementation of its next strategic plan. The Foundation currently has overall assets of approximately \$26 million and an annual operating budget of approximately \$1.85 million.

#### THE ROLE

Strong candidates will demonstrate capacity for strategic leadership as well as an ability to oversee and manage a diverse and thriving portfolio of grantmaking and youth leadership programs. We are seeking a leader with keen judgment and sensitivity to this important developmental moment for the Foundation as it transitions from a period under the long-time leadership of its founding Executive Director and founding Board Chair. Expertise in the areas of environmental law, consumer protection, environmental stewardship and justice, and grassroots leadership change are desired, however, it is not necessary for the ED to be an expert in all relevant areas. Compelling candidates will bring some experience and interest in one or more program areas and demonstrate rigor and flexibility to work across diverse content and strategic domains. Cross-sector experience and perspective is valued. Demonstrated ability to implement clear processes and strategy to shepherd organizational growth and impact is a focal point of the role.

#### KEY QUALIFICATIONS FOR THE EXECUTIVE DIRECTOR

While no one candidate will embody all the qualifications enumerated below, the most aligned candidates will possess many of the following professional and personal abilities, attributes, knowledge and experiences:

- Passion for the mission of the Rose Foundation, experience in developing and implementing strategic plans, and demonstrated ability to articulate and build consensus around a vision, establish priorities, adapt and innovate as needed, and achieve measurable results.
- Seven to ten years of progressively responsible experience in executive or senior leadership roles. Demonstrated experience managing and leading people in a high-performing and diverse team environment; commitment to



fostering a culture that is inclusive, respectful, open, and supportive of growth.

- Significant fundraising experience, and a quantifiable successful track record of building partnerships with foundations, public agencies, and high-profile donors, particularly in the West Coast region.
- Demonstrated financial and project management experience within dynamic and complex funding environments. Experience with negotiating government contracts and public-private partnership agreements is highly desired.
- Exceptional relational and communication skills and an established professional network within the communities critical to the operations and grantmaking of the Rose Foundation.
- Documented combination of education, professional experience and lived experience in the policy, legal and advocacy areas central to the work of the Foundation.

#### TO APPLY

Applicants should submit a cover letter, addressing their interest, experience and qualifications for the position, along with their resume and three professional references to [RoseEDsearch@rosefdn.org](mailto:RoseEDsearch@rosefdn.org). The Rose Foundation offers competitive pay and a generous suite of benefits. Salary is competitive with nonprofit organizations of similar scope in the Bay Area. The position is currently envisioned as a hybrid work position in which the ED can expect to work remotely but must have the ability to attend regular meetings and presentations on behalf of the Foundation at its Oakland, CA offices and in the grantmaking regions it serves.

All inquiries should be directed to the Rose Foundation for Communities and the Environment, Search and Hire Committee at [RoseEDsearch@rosefdn.org](mailto:RoseEDsearch@rosefdn.org). No phone calls please. The Committee will be reviewing candidates and applications will be accepted until Saturday, February 15, 2025 at 11:59 pm PST. Search Committee interviews are expected to take place during February and March 2025 with an anticipated start date in early April to provide the opportunity for some transitional overlap with the current interim ED. The Rose Foundation is an equal opportunity employer. Candidates with lived experience in the communities and regions served by the Foundation including women, people of color, and LGBTQIA+ people are strongly encouraged to apply.