

Executive Director, Animal Outlook – Job Description

Join Animal Outlook!

Animal Outlook is a national nonprofit animal protection organization with a long track record of innovative, high impact achievements. Founded in 1995, Animal Outlook has grown to a team of skilled professionals doing cutting-edge work in undercover investigations, legal advocacy, vegan outreach and education, and transitioning animal farmers into plant farmers. Our mission: strategically challenging animal agribusiness through undercover investigations, legal advocacy, corporate and food system reform, and disseminating information about the many harms of animal agriculture, empowering everyone to choose vegan.

Position Description

Keeping in alignment with the mission and vision of the organization, the Executive Director sustains, builds upon, and grows the organization and its impact. The Executive Director is responsible for delivering results in alignment with and building upon Animal Outlook's mission and strategy, ensuring necessary resources and identifying and providing increases in alignment with strategic objectives. This includes building and effectively utilizing financial resources and key relationships both inside and outside of the organization, building our public profile and influence, and crafting and overseeing the implementation of effective and intentional systems of management, staffing, and resource use of the organization, its structure and direction, fiscal health, and impact.

Responsibilities

- Ultimate accountability for meeting or exceeding: organization's budget needs through fundraising, compliance requirements, and strategic programmatic priorities and achievements as compared with historical baselines (such as numbers and outcomes of investigations, lawsuits, media reach, campaign successes, etc.);
- Sustaining and growing the public profile and influence of the organization;
- Ultimate oversight of organization's 11-member staff and key contractors, including direction setting on personnel matters and fostering an environment a positive achievement-oriented work environment, supporting the growth, autonomy, and resource needs of the staff to meet the organization's strategic objectives;
- Clear articulation and execution of the organization's mission, vision, and strategy both internally and externally; and,
- Act as main liaison to the board. Work with board to identify and evaluate organizational health and progress, provide reports, increase board engagement and effectiveness, build board, leverage board contacts and resources to advance organization's work, and ensure implementation of board directives.

Who We're Looking For

Required Qualifications:

- Bachelor's degree in relevant field
- Commitment to organization's mission, including a focus on animal protection and vegan mainstreaming
- Experience and training in nonprofit fundraising and development for a nonprofit
- Successful fundraising record, including securing gifts from major donors
- At least 5 years' experience managing people in a supervisory role
- Positive leadership and management track record
- Operations, finance, and compliance experience, including overseeing yearly audits
- Proven track record of strong public speaking and public relations and communications achievements
- Strategic planning and implementation experience with outcomes met
- Strong network and relationship development skills and outcomes
- Successful campaign and program leadership experience in a nonprofit or similar
- Experience growing outcomes, processes, and budgets while maintaining fidelity to organizational identity, strategy, and vision

Desired Qualifications:

- Postgraduate degree in relevant field preferred (e.g., nonprofit management, MBA, JD)
- Experience in executive-level position (e.g., Executive Director, or C-Suite position)
- At least 5 years' experience in the farmed animal protection and/or vegan movement

Compensation and Benefits

The salary range for this position is \$115,000-130,000, depending on experience and qualifications. This position is also eligible for the following benefits:

- Health insurance
- 403(b) retirement plan available
- Generous paid time off and paid holidays
- Flexible schedule
- Fully remote position with fully remote workforce (regular travel required)

To apply for this role, please submit your CV and Cover Letter via email to jobs@animaloutlook.org