



KANSAS APPLESEED
Justice for all.

JOB POSTING **Executive Director**

The Kansas Appleseed Center for Law and Justice is seeking an Executive Director to oversee the administration, programs, fundraising, community outreach, and strategic plan of the organization.

About Kansas Appleseed:

Kansas Appleseed is a statewide 501(c)(3) nonprofit, nonpartisan advocacy organization dedicated to the belief that Kansans, working together, can build a state full of thriving, inclusive, and just communities. We're working for a future where:

- All Kansans have the resources they need to support themselves and raise healthy families.
- All Kansans can participate fully in the community under equal protection of the law.
- All Kansans benefit from a fair and effective judicial system.

Kansas Appleseed works with community partners to understand the root causes of problems, support strong grassroots coalitions, and advocate for comprehensive solutions so all Kansans can reach their full potential. When necessary, Kansas Appleseed pursues impact litigation to protect the rights and wellbeing of vulnerable and excluded Kansans.

Kansas Appleseed's current annual budget is approximately \$950,000, which supports 11 full-time and one part-time staff positions; the organization's main office is in Lawrence, and there are satellite offices in Dodge City, Wichita, and Pittsburg. The Kansas Appleseed board is composed of leading Kansas attorneys and other professionals who volunteer their expertise to ensure justice for all Kansans. Kansas Appleseed is a member of the Appleseed Network, a partnership of seventeen justice centers in the U.S. and Mexico addressing the causes and effects of poverty and discrimination.

Recent organization accomplishments include championing state juvenile justice reforms that have resulted in a 51% reduction in youth incarceration in the state's prisons; providing intensive community engagement statewide that has resulted in more than a million more meals for Kansas kids annually; and filing a class-action lawsuit on behalf of Kansas youth in the state's foster care system. More information is available online at www.KansasAppleseed.org.

Executive Director Responsibilities:

- Staff Leadership
 - Supervise and coordinate the work of the Director of Advocacy, Communications Director, Litigation Director, and Operations Director
 - Ensure strong recruitment, retention, professional development, job performance, and team-building among all staff
 - Ensure programs and operations are rigorously evaluated and modified as needed to advance the organization's mission as effectively as possible
 - Ensure all grant deliverables are of high quality and are achieved on time
 - Ensure the organization is in full compliance with all laws and regulations
 - Ensure the organization implements best practices to support equity and inclusion among all staff

- Fundraising and community outreach
 - Represent the organization in key community events and meetings
 - Ensure the organization's community outreach prioritizes equity and inclusion
 - Lead fundraising efforts to raise \$300,000 annually from private sources
 - Lead grant-writing efforts to secure \$600,000 annually from foundation grants (Kansas Appleseed does not accept government funding) to support advocacy work (Kansas Appleseed does not provide direct services)

- Collaborations with the Board of Directors
 - Work closely with the board of directors to evaluate, revise, and implement the organization's strategic plan
 - Ensure the board's finance, development, litigation, nominating, and executive committees have effective staff support
 - Collaborate with the board to leverage directors' expertise and networks to advance the organization's mission

Preferred Qualifications:

- At least 10 years of management experience: The ideal candidate will have a track record of effectively leading a staff of roughly Kansas Appleseed's size (approximately a dozen staff members). Specific desired experience includes:
 - Ensuring all staff, including staff in satellite offices, are working effectively as a team
 - Recruiting and retaining top talent
 - Fostering professional development among staff and effectively addressing any work performance issues that arise
 - Ensuring the operations of the organization advance the strategic plan
 - Working effectively in organizations that coordinate multiple strategies, including research, grassroots mobilizing, communications, lobbying, and litigation.

- Exceptional public leadership: The ideal candidate will be able to expand public support for Kansas Appleseed's mission and vision. Specific desired experience includes:
 - Speaking effectively to large, medium, and small groups
 - Building strong individual working relationships with key partners
 - Advancing the organization's mission in difficult political environments
 - Ensuring the organization's public outreach advances the strategic plan

- Proven fundraising track record: The ideal candidate will have experience supporting a budget of Kansas Appleseed's size (approximately \$950,000 annually). Specific desired experience includes:
 - Raising \$300,000 or more annually through donations from private sources
 - Raising \$600,000 or more annually through foundation grants; experience should include securing foundation grants (as opposed to government grants) for advocacy projects (as opposed to direct-service projects)

Compensation: \$85,000 annually, plus benefits: premium insurance plans (including health, dental, life, short-term and long-term disability) fully paid by employer, retirement employer match up to 3% of salary, PTO (three weeks), health leave (two weeks), and 16 paid holidays.

Location: Lawrence, Kansas

We strongly encourage people from historically underrepresented communities to apply. Kansas Appleseed believes diversity and inclusion strengthen our communities and workplaces. Kansas Appleseed does not discriminate based on race, gender identity, religion, age, ethnicity, disability, military status, sexual orientation, pregnancy, marital status, or citizenship status.

Application procedure: Please send a resume and cover letter to applications@KansasAppleseed.org. Please put “Executive Director” in the subject line of your email. Please contact our Executive Director Benet Magnuson at bmagnuson@KansasAppleseed.org with any questions about the position. Applications will be considered on a rolling basis until the position is filled.