

Executive Director

Global Enteric Methane Impact Alliance (GEMIA)

Full-Time | Remote (U.S.-Based) | Reports to the Leadership Committee

About GEMIA

The Global Enteric Methane Impact Alliance (GEMIA) is a public-good, multi-stakeholder organization dedicated to accelerating credible progress on enteric methane mitigation from livestock. Enteric methane represents roughly 4% of total global greenhouse gas emissions – a scale comparable to, and likely exceeding, the climate impact of global aviation. It is both an enormous source of emissions and one of the highest-leverage opportunities to slow warming in the next critical decade.

GEMIA operates as a neutral field-building institution, bringing together scientific experts, technology developers, NGOs, producers, corporate leaders, funders, and policymakers to reduce fragmentation, strengthen alignment, and enable coordinated action across the enteric methane ecosystem. Our approximately 40 participating organizations span the Americas, Oceania, and Europe.

GEMIA operates as a fiscally sponsored project of Social Good Fund, a California nonprofit corporation. Having recently secured funding, the organization is transitioning from a volunteer-driven initiative to a staffed operation. This is a founding leadership hire.

The Opportunity

GEMIA is seeking a founding Executive Director to build and lead the organization through its critical next phase. This is a rare opportunity to shape a new institution at the intersection of climate, agriculture, and systems change – one where the leader will define the strategy, build the team, establish governance norms, shape the organization's voice, and secure its long-term financial sustainability, while maintaining a neutral, public-good orientation across a diverse set of stakeholders.

The ED will oversee an annual budget of approximately \$600,000, manage a small team (one full-time or two part-time staff), and report to a five-person working Leadership Committee. This is a hands-on leadership role that requires equal comfort with strategy and execution: convening a global coalition one week, coordinating cross-sector collaboration the next, and representing GEMIA at a major conference the week after.

The right candidate will be energized by building something from the ground up, motivated by durable system-level impact, and credible across the diverse stakeholders who must work together to solve the enteric methane challenge.

Key Responsibilities

Fundraising & Financial Sustainability

- Develop and execute a diversified fundraising strategy across a variety of philanthropic sources, including grants and donations.
- Cultivate and steward relationships with existing and prospective funders.
- Manage GEMIA's budget with transparency and discipline, ensuring responsible use of public-good resources.
- Report on financial performance and organizational progress to the Leadership Committee on a regular cadence.

Strategic Leadership & Governance

- Set GEMIA's strategic direction in partnership with the Leadership Committee, translating the mission into focused annual priorities.
- Build internal systems, governance structures, and organizational processes appropriate for an early-stage nonprofit.
- Hire, manage, and develop a lean team and external contractors as needed, ensuring appropriate operational, financial, and administrative support for an early-stage organization.
- Ensure organizational integrity, transparency, and compliance with both 501(c)(3) and Social Good Fund requirements.

Coalition Building & Field Alignment

- Design and lead convenings that reduce fragmentation and build shared understanding across the enteric methane ecosystem.
- Facilitate constructive dialogue among solution developers, producers, funders, corporates, researchers, and policymakers.
- Identify coordination gaps, misaligned incentives, and structural barriers that impede scalable mitigation.
- Build and maintain trust across stakeholders with differing and competing interests, without privileging any single group.
- Build and expand the network of organizations and thought leaders working to solve the enteric methane challenge.

Science, Synthesis & Credibility

- Ensure GEMIA's work is grounded in credible science and reflects the practical realities of livestock production systems.
- Support the development of shared resources – such as landscape analyses, technology roadmaps, and measurement frameworks – that improve decision-making across the field.
- Contribute to a coherent public narrative that reflects both the urgency of methane reduction and the complexity of agricultural systems.

External Representation

- Shape and oversee GEMIA's communications, including thought leadership, public education, reports and whitepapers, and stakeholder updates that reinforce the organization's voice.
- Serve as GEMIA's primary public representative, attending major conferences and events approximately every two months.
- Represent the organization with clarity, neutrality, and credibility to funders, policymakers, media, and the broader sustainability community.
- Strengthen GEMIA's visibility and relationships within the global climate and agriculture landscape.

What Success Looks Like

In the first 12–18 months, a successful Executive Director will have:

- Established GEMIA as a trusted, credible convener within the enteric methane field.
- Secured funding commitments to sustain operations beyond the initial grant period.
- Built and begun managing a small, effective team.
- Delivered one or more high-impact convenings or shared resources that demonstrably improved alignment across key stakeholders.
- Put in place governance and reporting systems appropriate for the organization's stage and mandate.

Qualifications

Required

- 10+ years of progressive leadership experience, including at least 5 years in a senior role within a nonprofit, NGO, foundation, or mission-driven organization.
- Proven fundraising track record, including grant writing, donor cultivation, and diversified revenue development.
- Demonstrated ability to build and lead coalitions across sectors with competing interests and incentives.
- Experience operating within nonprofit governance structures, including working with and reporting to a Leadership Committee.
- Strong operational and financial management capabilities, including budget oversight for an organization of comparable scale.
- Bachelor's degree required.

Strongly Preferred

- Experience leading early-stage or startup-phase organizations with limited resources.
- Established network within the climate policy, sustainability, or agricultural science community.

- Working knowledge of livestock production systems, animal agriculture, and/or greenhouse gas mitigation technologies.
- Familiarity with carbon markets, MRV frameworks, or supply chain sustainability initiatives.

Nice to Have

- International experience or perspective relevant to global livestock systems.
- Advanced degree in a relevant field (e.g., environmental science, agriculture, animal science, sustainability, public policy, or business).

The Right Fit

This role will appeal to someone who is:

- Entrepreneurial and resourceful – energized by building something from scratch with limited resources.
- A natural bridge-builder who earns trust across diverse and sometimes competing stakeholders.
- Motivated by system-level impact.
- Comfortable navigating ambiguity and holding complexity without collapsing it into simple narratives.
- Personally committed to the intersection of climate ambition and agricultural realities.

Compensation & Benefits

The anticipated salary range for this position is \$165,000–\$205,000 annually, commensurate with experience. Final compensation will reflect relevant experience and organizational budget.

This is a fully remote, U.S.-based position with travel to conferences and events approximately every two months, including occasional international travel.

GEMIA operates under Social Good Fund's fiscal sponsorship. The selected candidate will be employed through the Social Good Fund and will be eligible for their standard employee benefits package, which includes:

- Medical, dental, and vision insurance (with employer contribution toward premiums; plan options include Anthem nationwide and Kaiser in California)
- Access to a 403(b) retirement plan
- Life insurance, AD&D, and short- and long-term disability coverage
- Access to flexible spending accounts (FSA), health savings accounts (HSA), and commuter benefits
- Paid time off and holidays, structured in alignment with organizational policy
- Additional wellness and employee support benefits

A detailed benefits summary will be provided during the offer stage. GEMIA intends to offer a competitive and supportive benefits package aligned with leading nonprofit practices.

How to Apply

Please apply via the link below and submit the following materials through the application form:

- Resume
- Cover letter (optional)
- Responses to four short prompts (150–250 words each), focused on your experience aligning stakeholders, maintaining neutrality under pressure, learning from unsuccessful coalition efforts, and your interest in GEMIA

<https://forms.gle/k1Qe9NquYndtwLBj7>

We encourage interested candidates to apply early, as the process will move forward on a rolling basis.

GEMIA is an equal opportunity employer and gives consideration for employment to qualified applicants without regard to age, race, color, religion, creed, sex, sexual orientation, gender identity or expression, national origin, marital status, disability or protected veteran status, or any other status or characteristic protected by federal, state, or local law.