

Executive Director

# Three Roles

There are three open roles currently.

- Executive Director (this page)
  - [Strategy Circle Lead](#)
  - [Event Production Support](#)
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## Executive Director - EarthKind Collective

Position Type: ~.75 FTE, expanding to FTE over time

Location: Remote/Flexible

Reports to: EarthKind Organizing Circle

Compensation: Contract to start, rates negotiable based on experience and impact potential

### About EarthKind

EarthKind (EK) is a deeply grounded, action-oriented initiative responding to the interconnected global poly/metacrisis—ecological collapse, climate instability, social breakdown, and systemic inequities—that threaten all life on Earth.

Operating as a resilient ecosystem of individuals, communities, and organizations, EK channels collective intelligence toward responses that honor the intrinsic value of all life. It serves as a living laboratory for new forms of governance, economics, and social organization designed to help life flourish responsibly and sustainably.

Recognizing that current institutions struggle with these complex, interconnected challenges, EK cultivates coordinated action across multiple scales to meet the core needs of all life while fostering a regenerative "Earthkind" paradigm.

### About the Role

EarthKind is seeking an Executive Director to provide visionary leadership and operational excellence across our growing network. This role serves as the primary coordinator and integrator of our collective efforts, ensuring seamless collaboration between circles, working groups, and partner organizations while maintaining strategic focus on our mission to respond effectively to the Metacrisis.

As Executive Director, you'll be the central hub connecting all aspects of EarthKind's work—from high-level strategy development to day-to-day operations, from community building to external representation. You'll work directly with the community and governance circle to translate collective vision into coordinated action, while building the organizational capacity needed to scale our impact.

## Key Responsibilities

### Network Leadership & Coordination

- Be an anchor of trust individually and enable trust collectively for the EarthKind community and partners
- Provide high-level coordination across the network, ensuring alignment between circles, working groups, and strategic initiatives
- Facilitate communication and collaboration between diverse stakeholders, maintaining coherence while honoring autonomy
- Lead cross-functional coordination efforts that integrate strategy, operations, community, and external partnerships
- Oversee the development and implementation of network-wide policies, systems, and processes
- Guide organizational development to support sustainable growth and increased impact

### Fundraising & Resource Development

- Lead fundraising efforts, including donor cultivation, and partnership development
- Develop sustainable funding strategies that support both operational needs and strategic initiatives
- Build relationships with philanthropic organizations, impact investors, and other funding sources
- Guide the development of compelling case statements and funding proposals
- Ensure financial sustainability while maintaining alignment with EarthKind's values and mission

### Strategic Vision & Direction

- Work closely with the community and team to develop and refine EarthKind's high-level vision and strategic direction
- Lead strategic planning processes that translate complex systems thinking into actionable organizational priorities
- Guide the network in identifying and pursuing the highest leverage opportunities for Metacrisis response
- Facilitate strategic decision-making processes that balance immediate needs with long-term vision
- Ensure strategic coherence across all network activities and initiatives

## Operations & Project Management

- Oversee operational systems and processes to ensure efficient and effective network functioning
- Provide project management support for key initiatives, ensuring deliverables are met and resources are optimally allocated
- Lead the development of organizational infrastructure, including governance structures, communication systems, and workflow processes
- Manage budgets, contracts, and resource allocation across network activities
- Implement systems for tracking progress, measuring impact, and continuous organizational learning

## Team Leadership & Development

- Manage and mentor team members across circles and working groups, supporting their professional development and well-being
- Foster a collaborative, mission-driven culture that attracts and retains exceptional talent
- Facilitate leadership development within the network, building distributed capacity for decision-making and action
- Create systems for recognizing contributions and supporting team member growth

## Community Engagement & External Relations

- Serve as a spokesperson and public representative for EarthKind, articulating our vision and work to diverse audiences
- Support community-building efforts that strengthen connections within the network and with aligned organizations
- Develop and maintain relationships with key partners, funders, and stakeholders in the broader Metacrisis response ecosystem
- Guide external communications strategy, ensuring consistent and compelling messaging across all platforms
- Represent EarthKind at conferences, convenings, and collaborative initiatives

## Essential Qualifications

- Proven leadership experience in complex, multi-stakeholder environments
- Strong background in strategic planning, organizational development, and systems thinking
- Excellent project management skills with experience coordinating multiple initiatives simultaneously
- Demonstrated success in team leadership, including managing diverse, distributed teams
- Experience in fundraising, resource development, or partnership building
- Exceptional communication skills, including public speaking and external representation
- Deep understanding of social change movements and systems transformation approaches
- Experience working within network structures or distributed organizational models

## Preferred Qualifications

- Advanced degree in organizational development, systems science, public administration, or related field
- Previous executive leadership experience in mission-driven organizations
- Background in climate action, social justice, or related fields relevant to the Metacrisis
- Experience with emergent governance models and collaborative decision-making processes
- Knowledge of complexity science and adaptive management approaches
- Track record of successful fundraising from foundations, government, and individual donors
- Familiarity with regenerative economics and alternative organizational structures
- Experience with community organizing and movement building

## Personal Qualities

- Visionary leader who can hold complexity while driving toward clear outcomes
- Exceptional relationship builder with strong emotional intelligence and cultural competency
- Significant investment in personal growth, effective communication, trauma and shadow work
- Able to hold space for others in their process and deep work
- Entrepreneurial mindset with comfort navigating ambiguity and rapid change
- Deep commitment to the wellbeing of all life and regenerative approaches to social change
- Natural integrator who can synthesize diverse perspectives and facilitate collective action
- Resilient and adaptive, with the capacity to thrive in challenging and evolving circumstances

## What EarthKind Offers

- Opportunity to lead a cutting-edge network responding to humanity's greatest challenges
- Collaborative, purpose-driven work environment with exceptional colleagues and advisors
- Flexible, remote-friendly work arrangements with opportunities for global engagement
- Professional development opportunities and access to leading-edge thinking and practice
- Competitive compensation and benefits package commensurate with experience
- Connection to a global community of change agents and access to transformational learning experiences

## How to Apply

If you are interested in applying, please reach out to [earthkind2025@gmail.com](mailto:earthkind2025@gmail.com)

Strategy Lead

# Strategy Circle Lead - EarthKind Collective

**Position Type:** Part-time (~0.75 FTE), with the potential to expand

**Location:** Remote/Flexible

**Reports to:** EarthKind Organizing Circle

**Compensation:** Contract to start, rates negotiable based on time commitment and experience

## About EarthKind

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Operating as a resilient ecosystem of individuals, communities, and organizations, EK channels collective intelligence toward responses that honor the intrinsic value of all life. It serves as a living laboratory for new forms of governance, economics, and social organization designed to help life flourish responsibly and sustainably.

Recognizing that current institutions struggle with these complex, interconnected challenges, EK cultivates coordinated action across multiple scales to meet the core needs of all life while fostering a regenerative “Earthkind” paradigm.

## About the Role

EarthKind is seeking a Strategy Circle Lead to convene and guide our Strategy Circle—a collaborative team focused on synthesizing research, leading scenario planning, and identifying the highest leverage opportunities for Metacrisis response. This role sits at the heart of our collective learning system, facilitating the translation of complex research into actionable strategic frameworks that guide our network’s efforts.

As Strategy Circle Lead, you’ll facilitate a circle of strategists who connect dots across disciplines, map the landscape of existing responses, and help our community understand where their unique contributions can have maximum benefit. You’ll work closely with the Organizing Circle, Community Weaver, and Working Groups to ensure our strategic direction is both evidence-based and responsive to emerging opportunities.

# Key Responsibilities

## Strategy Circle Leadership & Facilitation

- Convene and facilitate regular Strategy Circle meetings, ensuring productive collaboration among circle members
- Guide the Strategy Circle in compiling and synthesizing cutting-edge research on Polycrisis/Metacrisis responses across disciplines
- Lead the circle in developing comprehensive mapping and database systems for cataloging Metacrisis responses and interventions
- Facilitate quantitative and qualitative analysis to identify patterns, gaps, and opportunities in the response landscape
- Coordinate the creation of frameworks for contextualizing and evaluating strategic responses to the Metacrisis

## Scenario Planning & Strategic Development

- Guide Strategy Circle members in leading scenario planning initiatives that help the network prepare for multiple possible futures
- Facilitate circle discussions to clarify which strategies and interventions offer the highest leverage for systems change
- Lead collaborative efforts to work with the broader community to understand their specific strategic opportunities and how they align with network goals
- Coordinate the development of learning methodologies that inform strategic direction and enable adaptive responses

## Coordination & Knowledge Systems

- Facilitate Strategy Circle coordination with other similar initiatives on strategy development and knowledge sharing
- Guide the circle in designing and maintaining systems for capturing, organizing, and disseminating strategic insights across the network
- Support Working Groups with strategic frameworks and research developed by the Strategy Circle
- Lead efforts to create clear, accessible communications that translate complex strategic concepts for diverse audiences
- Liaison with Organizing Circle to design an ecosystem roadmap identifying opportunities

## Impact & Measurement

- Facilitate development of impact metrics and measurement systems for evaluating strategic interventions
- Guide the design of feedback loops that enable continuous learning and strategic adaptation



- Lead circle efforts to support network members in understanding and measuring their contributions to broader strategic goals

## Essential Qualifications

- Experience in strategy development, systems analysis, or related fields
- Deep knowledge of relevant topics including climate science, social systems, economics, governance, and Metacrisis frameworks
- Proven experience in research synthesis, mapping, and scenario analysis methodologies
- Strong background in both quantitative and qualitative analysis techniques
- Experience organizing and coordinating project development across multiple organizations
- Exceptional ability to communicate complex topics in clear and accessible language
- Experience with impact metrics and measurement systems
- Understanding of learning methodologies that inform strategic direction and organizational adaptation

## Preferred Qualifications

- Advanced degree in systems science, strategic studies, sustainability, or related field
- Experience with database development and knowledge management systems
- Background in futures studies, scenario planning, or strategic foresight
- Familiarity with complexity science and systems thinking approaches
- Experience working within social change movements or environmental organizations
- Knowledge of network theory and distributed organizing models
- Experience with data visualization and strategic communication tools
- Understanding of inner development and consciousness approaches to social change

## Personal Qualities

- Systems thinker who can synthesize information across disciplines and scales
- Strong facilitation skills and collaborative approach to strategy development
- Intellectual curiosity and comfort working with uncertainty and complexity
- Comfortable working in ambiguous, rapidly evolving environments
- Deep care for the wellbeing of all life and commitment to regenerative approaches

## What EarthKind Offers

- Opportunity to shape strategic direction for an emerging network focused on responding to the Metacrisis
- Collaborative, mission-driven work environment with leading thinkers and practitioners
- Flexible, remote-friendly work arrangements
- Professional development opportunities and access to cutting-edge research

- Competitive compensation commensurate with experience
- Connection to a global community of change agents working on humanity's greatest challenges

## How to Apply

If you are interested in applying, please reach out to [earthkind2025@gmail.com](mailto:earthkind2025@gmail.com)

# Event Production Support

# Event Production Support - EarthKind Collective

**Position Type:** Part-time (~0.2 FTE), with increased hours in November

**Duration:** Now through end of November 2025

**Location:** Remote, with travel to Wilbur Hot Spring for the Nov 20-23 retreat. Will need to arrive and depart a day or two before and after.

**Reports to:** EarthKind Network Governance Body

**Compensation:** \$10,000 total compensation for the duration of the contract

## About EarthKind

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## About the Role

EarthKind is seeking Event Production Support to help coordinate and execute our upcoming retreat at Wilbur Hot Springs (November 20-23, 2025). This role will provide essential operational support to ensure a seamless and transformative experience for retreat participants, handling the logistical details that enable meaningful connection and collaboration.

As Event Production Support, you'll work closely with the EarthKind team, facilitators, and Wilbur staff to manage all aspects of event coordination, from initial planning through post-event follow-up.

## Key Responsibilities

### Event Logistics & Coordination

- Coordinate all logistical aspects of the EarthKind retreat at Wilbur Hot Springs
- Manage venue communications and on-site coordination
- Handle registration processes and attendee communications
- Coordinate with caterers and manage meal planning and dietary accommodations
- Support travel arrangements and provide travel assistance to attendees

### Attendee Support & Communications

- Serve as primary point of contact for retreat participants with questions or needs
- Send pre-event communications including logistics information, packing lists, and schedule updates
- Provide ongoing support to attendees regarding travel, accommodations, and event details
- Coordinate post-event follow-up communications

### **General Event Production**

- Support general event production tasks as needed
- Assist with materials preparation and event setup
- Handle day-of-event coordination and troubleshooting
- Support documentation and wrap-up activities

## **Essential Qualifications**

- Experience in event planning, coordination, or production
- Strong organizational and project management skills
- Excellent communication skills and attention to detail
- Ability to work independently and manage multiple tasks simultaneously
- Comfort with remote work and digital coordination tools
- Flexibility and problem-solving skills for handling unexpected challenges
- Experience with retreat or multi-day event coordination
- Experience supporting travel logistics for groups

## **Personal Qualities**

- Detail-oriented with strong follow-through
- Service-oriented mindset with commitment to participant experience
- Calm under pressure with ability to handle last-minute changes
- Collaborative approach and positive attitude

## **How to Apply**

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