



## EXECUTIVE DIRECTOR PROFILE

### BACKGROUND AND OPPORTUNITY

Five Frogs (FF) is an antiracist social impact organization driven by its mission to “*build a powerful movement of diverse, representative leaders with the competencies, mindset, drive and relationships necessary to create lasting, positive change for an equitable Connecticut.*” Its signature program, Leadership Development Roundtable (LDR) was launched in 2008 as a cohort experience that supports promising leaders to improve their leadership practices and expand their professional networks. Based on the success of LDR, the organization was incorporated in 2016 to expand on its efforts to grow social impact leaders and to address the racial and economic inequities in Connecticut.

“Talent is equally distributed. Opportunity is not.” Five Frogs is known for expanding opportunities for leaders, especially leaders of color and those from underrepresented groups. Moving forward, FF remains committed to building and supporting leaders and growing a multi-sector, diverse leadership pipeline and the network necessary to power collective action and change.

Five Frogs’ Board of Directors recently approved its first strategic plan and is seeking a bold, creative leader with a demonstrated commitment to racial equity, and to growing other leaders, to serve as its founding Executive Director. The following four pillars of the strategic plan will be priorities for the Executive Director:

1. Develop more diverse, representative leaders through expansion of high impact leadership development opportunities;
2. Connect leaders and support their growing network. Ensure leaders build strong ties with each other so that they may leverage these relationships to effect change;
3. Catalyze leaders to effect policy and practice change, building and leveraging the power of the Five Frogs Network to solve complex social problems and strengthen communities; and
4. Successfully launch the Frogs organization including sufficient revenue and talent capacity to successfully execute against the strategic plan.

## **MAJOR RESPONSIBILITIES**

The Executive Director of Five Frogs will be responsible for several areas of growth and opportunity:

### *Continue to build and implement Five Frogs' racial equity leadership framework throughout Connecticut*

Using diversity, equity and inclusion as guiding principles, provide leadership and vision to ensure the delivery of quality programs and services. Continuously assess community needs and develop new initiatives and programming in response. Have a deep understanding of leadership coaching and innovative program design. Prioritize programmatic growth and excellence. Devise and implement evaluation system to track effectiveness.

### *Build a sustainable future focused on growth and impact*

Create and implement a strong revenue model based on program fees, earned income strategies and private fundraising. Cultivate new major donors and sustain and strengthen existing relationships. Build sound financial controls and a strong organizational infrastructure. Lead annual budget and planning processes; monitor budget, financial reports and audits.

### *Find, support and retain a knowledgeable team in a learning-focused culture*

With a growth mindset, develop an organizational culture that attracts, develops and retains excellent staff and consultants using a virtual office model. Promote a positive work environment with clear communication and a clear focus on impact and accountability. Work jointly with staff and consultants to plan and deliver programming. Lead annual organizational planning and strategy to achieve long-term goals.

### *Strengthen and enhance Five Frogs' community and network*

Serve as a visible community ambassador delivering a clear and compelling message of FF's work and of an equitable Connecticut. Build meaningful partnerships with community, philanthropic, public sector and business leaders. Enhance and maintain a growing, vibrant network.

### *Partner with the Board*

Cultivate a strong relationship with the Board and ensure open communication. Engage the Board in fundraising efforts. Oversee implementation of the Strategic Plan and realization of its goals and strategies.

## **PERSONAL ATTRIBUTES & QUALIFICATIONS**

The successful candidate will:

- Be passionate about leading for equity and developing leaders across sectors.
- Have a strong knowledge base and experience in executive coaching, adult learning or other relevant discipline.
- Be a mission-driven leader who is proactive and adaptive and has excellent communication skills.
- Have the capacity and willingness to both play a hands-on role in day-to-day while maintaining a leadership position and perspective in managing the organization as a whole.
- Be knowledgeable about and have relationships in Connecticut political, business or nonprofit environment.
- Possess outstanding presentation and communication skills, and the ability to be an outgoing spokesperson, relationship builder, and fundraiser, with a wide variety of stakeholders.
- Have demonstrated success in program development and administration management, ideally within an entrepreneurial and/or fast-paced environment.
- Thrive in a dynamic environment with empathy, diplomacy, and good humor
- Have an educational background and/or experience that reflects an interdisciplinary approach.
- Have 5-10 years of progressive organizational leadership experience.
- Proficiency in MS Outlook, Word, Excel, and PowerPoint required; familiarity with contact management (CRM) and remote work systems a plus.
- Willingness to participate in regional travel as necessary; valid driver's license required.

## **COMPENSATION AND BENEFITS**

This is a 40-hour per week position. Work hours are Monday through Friday, with some evening hours necessary for stakeholder meetings. The starting salary range is \$100,000-\$130,000, commensurate with experience. The benefit package includes health, life and short-term disability insurance and paid time off. Any offer is subject to a successful background check and drug test. This position is virtual; travel in Connecticut is required.

## **COMMITMENT TO EQUITY**

Candidates of color and of all backgrounds are strongly encouraged to apply. Five Frogs, Inc., is committed to building a diverse environment. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.

- We are only considering resume & cover letter submissions via email.
- All cover letters and resumes should be sent to [FiveFrogsSearch@gmail.com](mailto:FiveFrogsSearch@gmail.com).
- Please name your documents as follows:  
LAST NAME – COVER LETTER and LAST NAME – RESUME.

Visit Five Frogs' website at [www.fivefrogsct.org](http://www.fivefrogsct.org)