

## **THIS! Is What We Did**

Half-Time Executive Director Job Description

January 2026

**Position type:** Remote, half-time employee.

**Start date:** As soon as possible.

**Schedule:** Flexible; average of 20 hours/week; some evenings and weekends as needed for meetings, events, and programs.

**Compensation:** \$48/hour (equivalent to \$50,000 yearly salary) plus benefits.

Applicants must be based in the United States.

Are you an athlete, former athlete, or sports fan looking to help save the planet? **THIS! Is What We Did (THIS!)** is looking for an Executive Director to help develop and lead our newest initiative: Earth's Athletes.

Envisioned by our current CEO and founder, Jim Thompson, Earth's Athletes invites athletes of all ages to "join the greatest team you'll ever be part of." Before founding **THIS!** Jim founded Positive Coaching Alliance, a non-profit that created a sea change in youth coaching and created waves throughout the world of sports and athletics. Now, Jim envisions a new sea change in sports and athletics, where athletes, coaches, and sports fans of all kinds have easy-access, meaningful, and fun ways to get involved in the movement for a livable future.

We are already starting to see the impacts of climate change on sports: decreased snow cover for winter sports, unprecedented heat waves making it impossible to compete outdoors, and air pollution making it hard for kids playing outside to breathe, just to name a few.

We at **THIS!** are committed to stopping the devastation that fossil fuels are wreaking on our planet. We educate and engage people to join the climate movement so that they can proudly answer the Ultimate Question our descendants will surely ask: "What did you do to fight climate change?" with "**THIS! Is What We Did.**"

## The Job

Lyrisa Barnett Lidsky said, “There is no pleasure on earth like the pleasure of working on a great team.” **THIS! Is What We Did (THIS!)** is seeking a motivated, hard-working, and talented individual to join our team and lead us into a new chapter.

The **Executive Director** is a remote, part-time employee position offering flexible hours and benefits.

We seek someone who:

1. Is equally passionate about the power of sports and the urgent need to grow the climate movement as big and as quickly as possible.
2. Is an experienced non-profit leader at the executive or senior level.
3. Has a background in educational program development and/or campaign organizing.

This position will supervise two part-time employees, the Climate Advocacy Program Manager and the Digital Marketing and Communications Specialist, as well as a small team of dedicated volunteers.

**At an average of 20 hours/week, responsibilities will roughly be divided as follows:**

1. **25% Program Development**
  - a. Develop the Earth’s Athletes program and design engagement opportunities for youth athletes, professional athletes and coaches, schools, parents, etc.
  - b. Lead the build-out of our website with the assistance of our other part-time employees and web developer.
2. **25% Fundraising, Outreach, Relationship-Building with Potential Donors**
  - a. Develop relationships with donors and program participants via:
    - i. One-on-one Zoom meetings, phone calls, and in-person meetings where appropriate

- ii. Awareness campaigns
- iii. Online events (possibly in-person events depending on location)
- b. Effectively communicate organizational impact.

**3. 15% Vision, Strategic Planning, and Financial Management**

- a. Assure that strategies remain consistent with and continually make progress towards achieving the organization's mission.
- b. Develop strategies to support long-term organizational sustainability, including opportunities for revenue generation and fundraising.
- c. Maintain official records and documents, and ensure compliance with federal, state and local regulations.
- d. Lead regular program evaluation in service of continual program improvement and increasing impact.

**4. 15% Staff Supervision**

- a. Supervise and delegate tasks to Climate Advocacy Program Manager, Digital Marketing and Communications Specialist, and volunteers.
- b. Maintain an inclusive workplace environment that attracts, keeps and motivates a diverse team of high-integrity people.
- c. Oversee the recruitment of future staff and volunteers.
- d. Conduct regular performance reviews and ensure that sound human resource practices are in place.

**5. 10% Organization Events**

- a. Represent the programs and point of view of the organization to members, other organizations, and the general public.
- b. Lead the strategic planning of both online and in-person events that help fulfill the organization's mission and drive engagement

**6. 10% Board Leadership**

- a. Cultivate a strong and transparent relationship with Board Members

- b. Lead regular Board Meetings and ensure that Board Members are kept fully informed on the condition of the organization and remain actively engaged in stewarding the organization, including fundraising efforts.
- c. Lead the measurement of financial, programmatic, and impact performance against stated milestones and goals.
- d. In partnership with the Board, continue to build a diverse and inclusive Board via the recruitment of additional Board Members.

### **Qualifications:**

**Note:** Although we specify what we are looking for, we may miss other attributes and skills that you have that could make you a great fit. Research has shown that women and individuals who are not part of the dominant culture tend to apply if they can check 100% of every box, versus men who often apply if they hit roughly 60%. So, it doesn't hurt to take a chance and apply! As hockey Hall-of-Famer Wayne Gretzky said, "You miss 100% of the shots you don't take."

- Multiple years of experience at the executive or senior level of nonprofit leadership.
- Background in educational program development and/or campaign organizing.
- Proven track record of positive donor engagement.
- Ability to point to specific examples of having developed and implemented strategies that have taken an organization to the next stage of growth.
- A financial savvy and politically astute leader with the ability to set clear priorities, delegate and guide investment in people and programs.
- A demonstrated understanding of the impact of structural racism and other inequities; commitment to fostering more inclusive organizations and advocating for equitable policies and practices that support all community members to thrive.

- Sensitivity to issues affecting frontline communities/people who have been harmed or threatened by living in sacrifice zones (<https://thisiswhatwedid.org/racial-environmental-justice-sacrifice-zones/>).
- Proven success working collaboratively with Board Members to achieve strategic goals and achieve consensus amongst differing opinions.
- Excellent interpersonal, public speaking, and presentation skills; the experience and energy to be an engaged and effective spokesperson, relationship-builder and fundraiser.
- Commitment to leading with integrity, enthusiasm and compassion.
- A deep commitment to the fight to save our only planet.
- Proficiency in online tools including Google Workspace, Zoom, and email.

#### **Benefits:**

- \$3/hour stipend in addition to the base hourly rate to go towards health insurance costs.
- Paid time off (PTO) accrued hourly based on a maximum allowance of 33 days (equivalent to 11 paid federal holidays, 7 sick days, and 15 vacation days).

#### **How to Apply:**

Please apply by sending your resume/CV with an email explaining your background, why you are interested in the position, and why you are the right person to lead our organization to [Leigh@thisiswhatwedid.org](mailto:Leigh@thisiswhatwedid.org). Applications will be reviewed on a rolling basis. We encourage individuals who identify as Black, Indigenous, or a Person of Color to apply. Members of the LGBTQ+ community, and members of additional historically disenfranchised groups are also welcome and encouraged to apply.

#### **About THIS! Is What We Did (THIS!)**

**THIS!** is a 5-year-old national nonprofit fighting climate change and allowing us to proudly and humbly answer the Ultimate Question: “What did you do to fight climate change?” with **THIS! Is What We Did**.

**Our mission statement:**

To help grow an intergenerational movement strong enough to break the power of the fossil fuel industry and stimulate the effective, drastic action needed to spur climate justice and give future generations a chance for a decent life through

1. a powerful educational experience
2. a welcoming community
3. easy-access on-ramps to effective action

Learn more about **THIS! Is What We Did** here: <https://thisiswhatwedid.org/>

We highly encourage potential applicants to take the Climate Change Literacy Quiz: <https://thisiswhatwedid.org/climate-change-literacy-quiz/>.