

Call for Applications: GATE Executive Director

Application Deadline: 16 September 2022

Location: 100 % Remote

Start Date: 01 January 2023 (negotiable)

Language required: English (additional languages are an asset)

We encourage applications from trans, gender diverse and intersex (TGDI) people, Black, indigenous and Latinx people and people of color, D/deaf and disabled people, people from a migrant background, and sex workers.

Background

GATE is an international organization working on gender identity, gender expression, and sex characteristics. GATE was founded in 2009, and it is registered in New York (USA). GATE's programmatic work is organized around four main areas: Health, Human Rights, Movement Building, and Institutional Strengthening. In May 2022, GATE shared its new 2022-2026 Strategic Plan and is seeking a vibrant leader to guide its implementation in the coming years.

GATE is a virtual organization with no established office space. All staff and contractors are dispersed geographically and work remotely.

About the Executive Director

The new Executive Director will report to the Board and build on GATE's prior successes to continue establishing a dynamic, flourishing, and resilient organization that shifts power to and meets the needs of trans, gender diverse, and intersex (TGDI) individuals.

Together with the Board and staff, the next Executive Director will utilize the organization's experience to further its TGDI-centered goals and increase its global presence. The new Executive Director will be tasked with leading GATE's efforts to amplify the voices of TGDI communities and boost TGDI organizing resources.

Responsibilities

Among the primary responsibilities are the following:

Leadership

- Inspire, coach, and encourage a global team of experts that share a profound commitment to human rights and social justice;
- Model feminist leadership ideals that promote self-determination and inclusiveness;
- Champion a culture based on openness and responsibility;
- Maintain the continuing endeavor to nourish and strengthen personnel;
- Strengthen staff, Board, and partner networks' ownership, enthusiasm, and pride for the organization's work.
- Professionally represent the organization at significant regional and international forums;
- Contribute to and communicate the organization's mission, vision, and strategy holistically throughout the organization and its work.

Planning & Vision

- Together with GATE's employees, Board, grantees, advisors, and partners, operationalize and routinely review the strategy;
- Ensure that the strategic plan's objectives are met;
- Ensure an M&E process is aligned with the Strategic Plan;
- Monitor current world events and trends for their potential influence on GATE and provide recommendations to the Board as necessary.

Program Design, Execution, and Evaluation

- Collaborate with the Director of Programs and the Director of Finance and Operations to plan, implement, assess, and enhance programs;
- Ensure that annual program work plans are aligned with strategic aims and are continuously monitored;
- Ensure that all new programs are created in accordance with the Mission, Vision, Articles of Incorporation, and strategic plan objectives, and that all existing programs are continuously enhanced based on evidence and analysis;
- Ensure that programs are evaluated and fulfill the Board's quality standards;
- Provide direction and assistance to the staff in the execution of their program tasks;
- Monitor staff activities and outcomes to ensure that work plan objectives are reached;
- Engage in hands-on activities with staff only when necessary to ensure program objectives are met;
- Identify opportunities for advocacy to the Board and staff that align with the strategy;
- Supervise the implementation of advocacy efforts and, if applicable, lead advocacy initiatives.

Fundraising and Financial Administration

- Within executive restrictions, manage the organization's finances, including managing the preparation and monitoring of the budget;
- Maintain as-required accountability to the Board and external funders;
- Participate actively and enthusiastically in the different fundraising endeavors of GATE;
- Develop and maintain relationships with key stakeholders, including individuals and institutions, to increase GATE's supporter base, in collaboration with the Board and staff.
- Utilize external visibility to expand GATE's fundraising initiatives;
- Diversify and expand unrestricted financing streams, particularly from private donors, and boost GATE's reserves;
- Supervise the efficient and effective management of the organization's financial resources to ensure its economic stability and long-term viability;
- Work with the Senior Team to implement organizational risk and integrity policies to ensure the management of financial risks.

Communications & Engagement

- Represent GATE in the media, activist and philanthropic groups, and to a wide spectrum of stakeholders with an authentic and progressive voice;
- Enhance exposure and leadership within the network of funders;
- Serve as a trusted counsel to governments, private foundations, grassroots organizations, and social movements;
- Ensure the messaging and communications of the organization are consistent with the advocacy objective;
- Maintain open communication channels with the Board and staff.

Organizational Development

- Ensure that the organizational structure supports the recent expansion of grantmaking and activities while emphasizing staff and strengthening an anti-oppression framework;
- Devote resources and knowledge to constructing a strong human resource department;
- Supervise the modernization and integration of sufficient technological systems to fulfill the needs of a globally dispersed organization;
- Refine and implement procedures and policies that represent the values of GATE;
- Focus on mentoring and coaching the management and senior teams in order to foster the development of strong teams;
- Support the development of a diverse leadership pipeline;
- Prioritize mentoring and professional development for the next generation of leaders.

Professional Requirements

The ideal candidate will be a transformative leader and esteemed thinking partner in social justice. They will have a nuanced grasp of the philanthropic climate, including current trends and tensions, as well as GATE's position among donors. They will have extensive relationships with grassroots communities and movements.

They must also be able to work remotely, in an environment that does not have an established office, and with staff and contractors that are dispersed geographically around the world and in various time zones.

The selected candidate must possess the following:

1. Strong roots and a history of leadership in the TGDI movement, as well as movements for social, racial, and economic justice, human rights, gender equality, access to healthcare, advocacy with communities of key populations, criminal justice reform, and for the sexual, reproductive health and rights of TGDI people;
2. Expertise as an executive or senior leader in a global or international firm, particularly experience in managing remote teams;
3. Proven track record of developing strong and productive teams and fostering cultures characterized by openness, responsibility, trust, and respect;
4. Experience in establishing individual and institutional donor relationships, seeking significant gifts, and negotiating government contracts;
5. Exceptional communication abilities, especially the capacity to effectively transmit radical ideas and captivate large audiences;
6. Fluency in English and at least one or more additional language(s);
7. Passion for global travel.

Individual Characteristics

The Executive Director will have an unwavering commitment to furthering TGDI communities' aims and involving TGDI communities in decision-making. They will be firmly entrenched in the politics of global solidarity and at ease articulating a radical vision.

They will be an inventive, honest, and adaptable leader who is committed to lifelong learning and has a strong desire to mentor, coach, and provide supporting leadership. They bring a global perspective to GATE and, ideally, have personal experience in the Global South. The ideal candidate will possess the emotional intelligence to engage in sincere self-reflection and receive constructive feedback, as well as the humility to share authority and make group decisions.

Selection Process

To be considered for the Executive Director position, please submit a cover letter (maximum 3 pages) and abbreviated resume as attachments to the following email address:

Email: to: applications@gate.ngo

Subject line: Surname – Executive Director (e.g., Rodriguez – Executive Director)

Compensation: GATE is a 100% remote organization with no established office space. Compensation is based on a highly competitive salary band that is adjusted for location.

Please Note

Are you worried or discouraged that you don't meet every single requirement?

Studies have shown that people from under-represented groups are less likely to apply to jobs unless they meet every single qualification. GATE is dedicated to building a diverse, inclusive, and authentic workplace, so if you're excited about this role but your past experience doesn't align perfectly with every qualification in the job description, we encourage you to apply anyways. You may be just the right candidate for this or other roles at GATE.