Job Posting: Executive Director

Organization: Turnip Green Creative Reuse

WHO WE ARE

Turnip Green Creative Reuse (TGCR) is a nonprofit on a mission to foster creativity and sustainability through reuse. Turnip Green Creative Reuse invests in people, the environment, and creativity. We keep tons of materials out of the landfill by taking in donations from businesses and the community. We believe everyone deserves a safe space to create and have access to materials, so our shop is pay-what-you-wish. We support and show reuse artists in our gallery. We teach about the environment and creativity in the community to all ages and nurture youth through our after school programs.

Our board and staff are deeply committed to the work of justice, equity, diversity, and inclusion. We are working with a consultant to help us assess and gather information and the new ED will lead in the creation and implementation of a DEI plan.

TGCR is also 25% of the way toward a $1.5 million capital campaign goal and the ED will also lead the efforts to help TGCR find a permanent home.

Since 2011 TGCR has diverted more than 1 million pounds of materials from landfills and served more than 45,000 students and adults through our educational programs. In 2021 TGCR was the recipient of the The Frist Foundation Revenue Development at the Salute to Excellence Awards.

JOB SUMMARY

The Executive Director provides visionary leadership to the organization and our program areas, which include: The Creative Reuse Center, Green Galleries, and Educational Programs and Outreach. The ED is a servant leader of a team of 40 staff with an annual operating budget of $1.3 million. The ED will lead TGCR’s move into a new space and continue to fundraise for capital needs. The ED is responsible for maintaining key relationships in the community, including partners at Metro Nashville Public Schools, other government representatives, foundations, corporations, and individuals.

IS IT YOU?

* You lead with an ownership mindset and can help others develop solutions. You collaborate with the management team with an “inquiry before advocacy” approach, balancing out the financial, community, and operational priorities.
* You are a strategic thinker, but are unafraid of getting in the weeds and have a track record of rallying a group of people (staff, board, volunteers, community, or other types of groups) around a common cause and achieving ambitious goals as a team.
* You are energized by experiences where you give back *and* give your all.
* You have a growth mindset. You know that you, and those around you, aren’t done growing or learning, and you get excited about opportunities to get outside your comfort zone. While at the same time, you also know that there are times when you have to say no in order to maintain a healthy balance for yourself and the organization.
* You can move seamlessly between unpacking dusty boxes full of mysterious treasures that have been donated to the Creative Reuse Center, to having coffee with a top donor, to coaching an employee, to giving an inspiring speech at a local civic club.
* You have a strong understanding of the Nashville and/or Middle Tennessee community.
* You have a copy of *Radical Candor* by Kim Scott near your desk and know which quadrant you were in when you had your last tough conversation with someone.

SUCCESSFUL CANDIDATES WILL HAVE:

* At least 5 years of overall management experience (mandatory)
* At least 3-5 years of managing managers – directly supporting those in management roles
* At least 3 years of direct fundraising experience, including major gifts and individual giving. Capital Campaign experience is a huge plus.
* At least 3 years of experience working in sustainability, education, the arts, or other nonprofit related experience.
* At least 5 years experience of creating and managing an organizational budget, including managing restricted grant funds.
* Proven track record of managing no fewer than five direct reports in management roles to achieve improved KPIs for successive periods, and the ability to describe their successful strategies for how to do this.
* Proven track record of coaching young managers to improve their performance as managers and grow with a company, with detailed stories and examples of how they achieved this
* Experience (or deep knowledge about) and deep commitment to justice, equity, diversity and inclusion.
* Deep understanding of the importance of a healthy organizational culture and the ability to articulate how to foster an inclusive, efficient, safe, and radically candid culture.

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PHYSICAL REQUIREMENTS/ENVIRONMENT

* The ability to lift 25/50 pounds regularly
* The ability to perform tasks that may require prolonged standing, sitting, and other activities necessary to perform job duties
* The ability to respond quickly to sounds
* The ability to see and respond to dangerous situations
* The ability to move safely over uneven terrain or in confined spaces
* The ability to safely climb step ladders while carrying up to 40 pounds.
* Willingness to work in a warehouse-type setting prone to fluctuations in temperature and humidity, and to which customers are welcome (and do!) bring their pets
* Off-site settings may include children’s classrooms, public libraries, festivals, etc.

Turnip Green Creative Reuse does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

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TECHNICAL REQUIREMENTS

+ Technical proficiency with PC/MAC platforms, as well as Microsoft Office, Google Drive, Slack, and Neon

+ Comfortable learning new software

+ Experienced and at ease when conducting virtual meetings, e.g., Zoom or Microsoft Teams

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​JOB TYPE: Full-time

Pay Range: $60,000 - $75,000 depending on experience.

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COVID-19 CONSIDERATIONS: COVID-19 vaccination is highly encouraged. Staff are required to wear masks and customers are strongly encouraged. Curbside pickup and virtual shopping is available.

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If you would like to apply for the position, send your current resume and a cover letter to **recruit@turnipgreencreativereuse.org**. No phone calls, please.

Cover letter (one page) required. Introduce yourself by responding to the following question: how does the vision of Turnip Green apply to your daily life?

Both a background and a credit check will be required for finalists.