



Executive Director

## Description

The OPEN Network is a force multiplier for activists and groups creating people-powered change in 19 countries. As Executive Director, you will lead the network into its new chapter, solidifying its strengths as a convener and advisor to progressive digitally-enabled organisations. You are skilled in organisational development, adept at working across cultures, and understand the place and the potential of a network. This role is an exciting opportunity for someone with a vision for connecting technology with social impact to coordinate and serve some of the world's leading social change organisations.

## About OPEN

In 2013, OPEN was founded by five organisations from different countries that shared values and a unique approach to organising: making engagement simple and accessible for every citizen. Through organising conferences, offering training and technical advice, OPEN became a multiplying force for other activists and groups around the world looking to create change at home. OPEN members are characterised by being progressive, digital, nimble, full-spectrum and member-led. Today, OPEN has grown to 19 groups in as many countries with 17 million supporters worldwide and a growing track record full of people-powered victories. The network currently counts 10 full members and 9 start-ups in various stages of launch.

Members join the network with the aim of achieving the following results:

- Increased tactical range
- Regular utilization of common resources
- Accelerated strategic innovation and implementation of new programs
- Cheaper & faster access to better technology
- Rapid adoption and improvement of best practices
- Heightened morale and inspiration
- Enhanced staff recruitment and retention
- Unique skills training and leadership development opportunities for network staff
- Deepened awareness of priority global issues
- Combined forces to win common campaigns.

## Purpose of the Role

OPEN is poised to begin its third phase of organisational growth. The Executive Director will come into an organisation that is seeking to:

- Expand its cohort of Full Member organisations that both exert a significant grassroots force in their country's politics, and have achieved sustainability through diversity of funding and leadership.
- Target proactive growth efforts towards leaders and countries with a high potential for organisational success, while consciously expanding our capacity to add value in places with less wealth and freedom than where OPEN started.
- Provide significant and increasing value for founding organisations and full members, measured in terms of their own goals.
- Create tech that makes life easy and affordable for startups, and a suite of world-class open source tools we develop in collaboration across the network that significantly enhance the work of mature organisations.
- Regularly foster collaboration between members with shared targets or similar strategies and goals so that they can easily collaborate on campaigns for greater impact.

## Duties and Responsibilities

The Executive Director will manage a senior team and oversee 10 staff currently located in six countries with four legal entities. The ED will report to the advisory board made up of OPEN members.

### **Leadership & Governance**

- Inspires, leads and supervises a senior team based in multiple countries, supporting their optimal performance and professional development.
- Reports to the governing Board, developing and implementing the strategic vision and fulfilling reporting requirements.
- Oversees financial position of the organization and ensures efficient use of resources
- Maintains authentic peer relationships shares information and insights with other executive directors and stakeholders within the Open Network.
- Runs and coordinates the network in a way that is responsive to members and generates results.

### **Organisational Development**

- Develops and optimizes internal systems for a professional and efficient organization
- Creates a positive work culture for staff and fosters internal accountability
- Navigates and maintains the infrastructure needed for OPEN to operate in multiple countries.

### **Strategy**

- Leads strategy development and implementation in partnership with members, Board and other stakeholders.
- Projects a vision connecting technology with social impact, identifying technical opportunities for OPEN to further its mission.
- Understands global political developments to understand where opportunities lie for OPEN in new countries.

### **Networking & Resource Mobilisation**

- Mobilizes resources and identifies fundraising goals, bringing a relevant network for OPEN.
- Positions the organization for further growth and consolidation.
- Communicates the vision and mission of OPEN clearly with diverse internal and external stakeholders.
- Carefully listens to the feedback of OPEN members and adapts the organization and network when needed.

### **Qualifications and Experience**

Qualified candidates should have:

- Executive leadership experience of an international nonprofit
- Leadership experience in cross-cultural teams
- Strong communication and listening skills
- Experience in organizational development
- Strong relationship skills and experience working in multi-stakeholder initiatives
- Experience working with remote teams
- Fundraising and resource mobilization experience
- Familiarity with the OPEN model and its membership
- Progressive values
- Emotionally intelligent and a commitment to diversity, equity and inclusion
- Ability to travel
- Fluent in English, additional languages are an advantage

### **Meta Fields**