

Career Opportunity

Chief Executive Officer

904WARD

Jacksonville, Florida

Lead transformative change and build a more equitable community

904WARD is a recognized leader in racial equity work in Florida. Our programming acknowledges our racial history and its current impacts. We do this through honest dialogue, truth, and reconciliation about race and racism in our communities.

Now in our 10th year, 904WARD is powered by a high-performing and experienced staff, a broad base of trained, dedicated, and deeply invested volunteers, and a unwavering commitment to engaging people from all perspectives.



The Opportunity

Our Next CEO

After leading the development of this vital organization from its all-volunteer origins, our founding CEO, Dr. Kimberly Allen, will be leaving in June 2025 to pursue new family opportunities. We are seeking a strategic leader who personally understands the impacts of systemic racism and who brings practical management experience. Our next CEO will guide the organization to a strategic balance of focus, impact, and sustainability, navigate current social challenges, and continue 904WARD's growth.

Reporting to the Board of Directors, the CEO will have a very public role as the primary representative of 904WARD's mission. The CEO will have a deep commitment to improving our community as a whole and cultivate the ongoing and new relationships needed to do so. The CEO will take a hands-on approach to guiding the administration and operations of this nimble nonprofit organization.

Are you ready to lead transformative change and build a more equitable community? Then this unique opportunity to make a significant and lasting impact may be for you.

Mission

904WARD creates racial healing and equity through deep conversations and learning, trusting relationships, and collective action.

Vision

An end to racism in Jacksonville and beyond so all people thrive.

The Role of the CEO

Leadership

- Lead a bold, strategic effort to proactively address racism, navigating the evolving landscape to drive meaningful and lasting change
- Uplift and champion 904WARD's vision through a thoughtful mix of focus, impact and sustainability
- Keep an unwavering commitment to our mission, balancing risk with innovation and boldness
- Sustain and build collaborative relationships with partners and allies to advance the mission
- Leverage the Board of Director's strengths and relationships
- Continually evaluate and respond positively to the ongoing needs of the organization

Public Awareness and Advocacy

- Act as 904WARD's primary spokesperson and effectively communicate the organization's mission and work
- Publicly stand in truth in ways that gracefully invite people of all perspectives to become part of the conversation
- Take strong, principled stances, when necessary, with courage and integrity
- Oversee 904WARD's advocacy agenda and community outreach efforts
- Advocate for diversity, equity, and inclusion engaging with the community, public officials, partners, and stakeholders to drive change in policies and mindsets
- Cultivate national level relationships in support of our mission
- Show and act with the deep commitment to improving our communities for all people

Revenue Development

- Oversee the development of a sustainable and blended mix of revenue that includes grants, fundraising, earned revenue, national giving, etc.
- Work with staff and board members to ensure adequate resources to sustain the organization and enable high quality delivery of programs and services

Administration

- Oversee 904WARD's operations and financial assets, in accordance with Board policies and applicable laws and regulations
- Maintain an appropriate system of fiscal accountability
- Evaluate and adjust the organizational structure as needed
- Oversee hiring, motivating, and managing staff and consultants
- Maintain appropriate policies and internal controls
- Ensure appropriate compliance and reporting

Program Oversight

- Make recommendations with staff input to the Board regarding initiatives and policies
- Keep the Board informed of program outcomes
- Maintain a current working knowledge of issues and trends in diversity, equity, and inclusion at the local, statewide and national levels

What 904WARD is Seeking in Our Next CEO

Competencies

- **Long-term and strategic thinker** Always considers impact over time and the possible pathways to achieve it.
- **Highly skilled and poised communicator** Able to address difficult issues and situations with grace, invites others to join, and brings credibility and presence to the national conversation on racism.
- **People first leader** Committed to a healthy work-life balance, transparent, comfortable with varied work styles, and willing to engage hands-on in operational tasks when needed.
- **Works collaboratively and builds trust** Gains the confidence of others by acting with honesty and authenticity.
- **Effective administrator** Provides a solid foundation in organizational planning, management, policies, and operations.



Education and Experience

- Deep professional and lived experience in race equity work in Florida, or a similar cultural and political climate
- Bachelor's degree required. Advanced degree (masters, doctorate or equivalent experience) strongly preferred
- 5+ years' experience in equity or justice work with demonstrated success navigating cultural and political challenges
- Demonstrated experience speaking about challenging issues in a public setting and media
- 5+ years' experience hands-on leadership, personnel management, & administrative (finance, HR) experience
- Experience with revenue development, preferably in equity or justice work
- Nonprofit management experience preferred
- Nonprofit advocacy experience preferred

If you believe that you would be an outstanding leader for 904WARD, we encourage you to apply even if you do not fully meet all of the desired qualifications included here.

Compensation and Benefits

Salary

\$120,000-\$130,000

Commensurate with experience, potential for discretionary year-end bonus

Employment Status: full-time, exempt under the Fair Labor Standards Act

Benefits

- 100% of the employee premium for the base medical plan and 60% of the dependent premium. Optional vision and dental coverage.
- 401(k) plan with employer match up to 5% of salary for 401k beginning first full month of service
- Flexible work environment including unlimited PTO, closed for Federal holidays and extended winter break, 12 weeks of family leave

Workplace

This is a hybrid job based in Jacksonville, FL, and working with a hybrid/remote team. Hours are flexible as needed.



To Apply

To apply, please send your **cover letter and resume** to Julia@GainClarity.net. Your cover letter should specifically address why you are passionate about working on racial equity in Florida at this moment in time.

Applications will be considered on a rolling basis, with priority for those submitted by February 28, 2025. We will reply to all applicants.

For more information about 904WARD, please visit www.904WARD.org. Inquiries can also be directed to Julia@GainClarity.net.

Equal Opportunity Employer

904WARD is committed to diversity, equity, and inclusion in the workplace. We are an equal opportunity employer and do 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.