



San Francisco, California

EXECUTIVE DIRECTOR

Outward Bound California (“OBCA”) is a nonprofit adventure-based educational organization with programs that deliver character development and self-discovery in the wilderness, cities, and schools with a core mission of changing lives through challenge and discovery. Outward Bound California, based in San Francisco, strives to bring the life-changing experiences of the Outward Bound educational model to students from around the state.

OBCA seeks an **Executive Director** (“ED”) who is a **visionary leader** to spearhead its growth and scale of its educational programs for youth and adults, promoting resiliency, self-awareness, and team building. This is an exciting opportunity to join a **well-established, 35-year-old organization** with a track record of being a leader in experiential education and leadership development. There is a **18-member board of directors, 110 staff members at peak season**, and an annual operating budget of **\$4.4 million**. Approximately 50% of annual revenue is generated through philanthropic sources and the remaining 50% is generated through fee-based program offerings. There is a **\$15 million comprehensive campaign** underway. OBCA is an exciting **social enterprise within a nonprofit organizational structure**.

The ED will provide **executive leadership and management**, offer strategies for **expanding OBCA’s education program and operations statewide**, support the **organization’s fundraising efforts** for both the capital campaign and the annual fund, steward the **Outward Bound education model and its impact**, be the **spokesperson** for OBCA, and serve as the **executive liaison with the OBCA Board** and with Outward Bound USA.

The ideal candidate will bring the following experience:

- A proven track record of successful **education or nonprofit management with a minimum of ten years experience** including time in an executive or senior management role, ideally with P&L responsibility.
- Demonstrated **passion for and belief in OBCA’s mission** and the ability to communicate these to a wide array of audiences.
- Track record of or aptitude for **fundraising** from individuals and institutional funders.
- Building and managing an organization with **increasing complexity of operations** while **maintaining program quality**.
- Experience working successfully with a **wide array of external partners and stakeholders**.
- Demonstrated ability to effectively **lead and manage in a team-oriented**, casual and collegial office environment with a priority of Diversity, Equity, and Inclusion for organizational management.
- Experience **working with or reporting to a board of directors**.

An undergraduate degree is required; a graduate degree is a strong plus.

Inquiries should be made to:

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