

POSITION: Executive Director

ORGANIZATION: Equity Trust, Inc.

Position Overview

Equity Trust, Inc. is seeking an experienced Executive Director to further our mission of promoting equity by changing the way people think about and hold property. This role blends strategic and hands-on leadership across operations, staff supervision, fundraising, communication and organizational planning, with a focus on strengthening the organization's capacity to respond to the shifting conditions that shape our work. Reporting to the Board of Directors, the Executive Director will help define and carry forward a vision for Equity Trust's next chapter, building on our legacy of land justice, expanding our solidarity-economy and land-justice networks, and advancing efforts to remove barriers to access across all programs, with particular attention to the racial dimensions of unequal access to property ownership.

About Equity Trust

Equity Trust is a small, national nonprofit advancing socially equitable land ownership and economics rooted in social justice and environmental sustainability. We aim to shift the dialogue concerning land ownership and to broaden awareness of tools and strategies for removing property from the speculative market, promoting land justice, and deepening community connections to land. Our work is carried out by a four-person staff supported by a \$350,000 annual budget. Since 1991, we've championed creative forms of land tenure that balance public interest with secure access and autonomy for the people who use the land. We provide technical assistance and training, mission-aligned financing, and educational materials to support groups implementing alternative ownership structures that create long-term affordability and community stewardship. Learn more at <https://equitytrust.org/>.

Key Responsibilities

- Provide collaborative, transparent leadership aligned with mission and values
- Supervise staff members who work primarily from remote locations
- Ensure sound fiscal and administrative operations
- Partner with the Board on planning, governance, and policy development
- Lead fundraising, including grants and donor cultivation and stewardship
- Provide steady leadership across all program areas, including technical assistance, stewardship of property interests, and management of a \$4.5M revolving loan fund, while sharing some hands-on program responsibilities with other members of our small team
- Ensure accurate tracking and clear reporting of program outcomes
- Ensure clear communication of Equity Trust's vision, work, and impact to partners and the public

Additional duties as appropriate for a small, mission-driven organization.

Essential Skills & Experience

- Deep commitment to Equity Trust's mission to decommodify land and promote economic, social, and racial justice
- At least 5 years of senior-level leadership experience, including strategic planning, financial oversight, and board engagement
- Solid understanding and experience related to non-profit or other community-based organizations
- Collaborative leadership style with experience supervising, mentoring, and supporting staff
- Demonstrated ability to work with people from diverse backgrounds and identities
- Demonstrated fundraising success accompanied by solid financial management skills
- Ability to think strategically and develop creative solutions that advance an equity-focused mission and respond to changing societal needs
- Clear communication skills and proficiency with common office software

Desirable Skills

Strong candidates will bring experience with several of the following areas:

- Experience with tools that support access to land and housing, including agricultural easements, deed restrictions, long term ground leases, and cooperative ownership models
- Knowledge of land management practices or real estate transactions
- Familiarity with nonprofit lending, community finance, and social investing.
- Comfort reviewing, interpreting, and commenting on legal documents
- Knowledge of community education methods and ability to communicate complex stories in compelling, accessible ways across different audiences and formats

We value all forms of experience, including formal education, paid work, volunteer work, and lived experience.

Location

We currently use a hybrid work model: we primarily work remotely, but we maintain an office in Amherst in Western Massachusetts and all current staff are based in southern New England. We are seeking candidates who live close enough to reliably commute to the office and to all-team meetings at mutually accessible locations as needed.

Occasional travel throughout the United States can also be expected for work in support of community land projects, participation in conferences and other collaborative work.

Salary and Benefits

The salary range for this position is \$80,000-\$90,000, based on experience. This salary rate is adjusted annually using Social Security's annual cost of living adjustment (COLA).

Benefits include:

- Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) with a monthly reimbursement allowance of \$450
- Retirement benefit funded at 3% of salary
- 20 Days of vacation per year
- 12 Holidays
- 15 Days of Sick Leave

Application

Please email the following in pdf format to employment@equitytrust.org:

- Resume
- A cover letter explaining your interest in the position and Equity Trust and detailing your relevant experiences.
- Short answers (max 250 words each) to the following questions:
 - How does Equity Trust's mission resonate for you; how does it connect with your experience and values?
 - How would you describe your work style and your approach to team leadership?
 - (Optional) An attachment or link that reflects your engagement with ideas or work relevant to Equity Trust's mission. This could be a writing sample, a news article or web post about a project you played a significant role in, an interview you participated in, or anything else that represents you well.

Equity Trust is committed to an equitable, inclusive and supportive workplace where everyone is respected. We value having a diversity of life experiences and perspectives on our staff and board. We are an Equal Opportunity Employer. Applicants who identify as people of color, working class, and/or LGBTQ+ are especially encouraged to apply.

Selection Process:

We plan to begin interviews with selected candidates in early June to learn more about their skills, experience, and interest and share more about the position and Equity Trust. Candidates invited to interviews will be asked to provide references.