



Position Title: Chief Executive Officer

Department: Programs

FLSA Status: Exempt

Reports to: Board of Directors

Direct Reports: Chief of Staff + Board Liaison;
Vice President of Programs &
Strategy; Chief Operating
Officer; Head of People &
Culture

ORGANIZATIONAL OVERVIEW

Foundation for a Just Society (FJS) envisions a world where all people are equally valued and lead self-determined lives. FJS advances the rights of women, girls, and LGBTQI people and promotes gender and racial justice by ensuring those most affected by injustice have the resources they need to cultivate the leadership and solutions that transform our world.

FJS makes grants to local, national, regional, and global organizations and networks with an emphasis on Francophone West Africa, Mesoamerica, South and Southeast Asia, and the US Southeast. FJS supports efforts that advance long-term, structural change and/or meet immediate needs that enable women, girls, and LGBTQI people most affected by injustice to be leaders, strategists, and agents of change.

In 2026, FJS will commence its next 5 year strategic plan. In collaboration with the Board and staff, the incoming CEO will participate in processes reflecting on FJS's impact to date and the lessons learned since our inception in 2011. This individual will bring relevant knowledge and history building and executing strategic programmatic initiatives which enable women, girls and the LGBTQI+ communities to experience their own lives as they choose.

POSITION SUMMARY

The Chief Executive Officer brings exceptional leadership and strategic abilities, strong understanding of the philanthropic sector and the role of social change in advancing human rights. The CEO displays excellent emotional intelligence and has senior-level experience, which is used to skillfully manage relationships with both the staff and the Board of Directors. This position requires international and domestic travel.

ESSENTIAL DUTIES + RESPONSIBILITIES

Key responsibilities include, but are not limited to:

Leadership

- Lead and guide an accomplished and passionate staff of program and operations professionals, serving as a coach and supervisor.

- Manage and mentor staff by providing leadership and ensuring the right staff structures are in place.
- Utilize a highly consultative and collaborative approach to leadership, demonstrate exceptional listening and communication skills, and a focus on creative solutions to build support for new ideas and initiatives across a range of stakeholders with multiple, and sometimes contradictory, points of view.
- Represent FJS publicly with grantees, the philanthropy community, press, and other stakeholders, acting as the face and voice of the Foundation.
- Be transparent and collaborative with Board, staff, grantees, and other stakeholders.

Program Development

- Oversee and execute a strategic vision for the Foundation's next phase that stems from best practices in philanthropy and realizes the vision of the President and Founder.
- Serve as a key thought partner to the President and Founder, and the Board of Directors, helping Board members navigate their responsibilities and opportunities as a group and as individuals.
- Oversee the development and implementation of procedures and policies that will boost the efficiency and effectiveness of the Foundation and enhance its impact.
- Effectively create and implement strategic plans that support a bold mission, building strategic alliances and partnerships.

REQUIREMENTS

- Demonstrate excellent leadership and management skills.
- Build effective, collaborative relationships in complex environments.
- Demonstrate outstanding facilitation and mediation skills; be comfortable navigating complex organizational development issues and making difficult decisions.
- Illustrate high level of emotional intelligence, flexibility, and intuitive relationship management skills and the ability to interact with empathy, patience, and a sense of humor.
- Be passionate about promoting human rights and social justice for marginalized communities in both international and domestic spheres.
- Be an open-minded listener who seeks and values a range of viewpoints but is also comfortable making a final decision.
- Be a natural teacher and learner who enjoys staying abreast of trends and issues in the field and educating others about them.
- Be an analytical thinker who can develop and apply strategy using a thoughtful and inclusive approach.
- Demonstrate knowledge and expertise of international human rights and/or issues impacting women and girls globally with demonstrated professional experience and tenure in human rights and/or social justice field.
- Demonstrate strong project management skills; the ability to stay nimble and to drive simultaneous, complex projects to measurable success.
- Demonstrate an understanding of grassroots and movement-building work.

- Utilize an entrepreneurial approach to growth and impact, including a demonstrated ability to forge dynamic partnerships and coalitions and drive measurable growth.
- Eligibility to work in the United States.

PREFERRED ASSETS

- Fluency in Spanish and/or French.

TO APPLY

Submit a resume or CV with cover letter to fjshr@myhrpartner.com for consideration.

COMPENSATION

The anticipated salary range for this role is \$382,500-\$517,500. The pay offered will be determined by several factors, including but not limited to experience, qualifications, unique skills or credentials that may impact the candidate's contribution to the role. We also use regular market data in combination with the Foundation's internal pay guidelines.