



Executive Director Remote Position

DRi Waterstone
HUMAN CAPITAL

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About Turn Forward



Turn Forward is an independent, non-profit organization dedicated to advancing an ambitious vision for American offshore wind power that meets today's climate, economic, equity, and environmental challenges.

Offshore wind is a once-in-a-lifetime opportunity – a unique renewable resource with game-changing potential to increase clean, domestic energy production over the next decade. Turn Forward believes that, by 2025, the federal government and states should be actively pursuing the generation of 100+ gigawatts (GWs) of offshore wind power with strong policies in place to maximize local benefits and ensure environmental protections.

By elevating the collective voices of a diverse group of stakeholders, Turn Forward will work to create momentum for policies and projects that significantly expand offshore wind power with the worker, community and environmental outcomes needed to secure and maintain broad-based support as the industry matures in the US.

Support for Turn Forward is provided by non-profit philanthropic organizations.



Clean Power

Generating critically needed clean, renewable, and reliable energy to power homes, businesses and transportation across America.



Transformational Power

Strengthening communities and workers through a once-in-a-lifetime opportunity for local investment, economic revitalization, and job creation.



People Power

Building power and momentum for this homegrown energy source as its transformational benefits are delivered to local workers, families, and communities.



Overview

Created in 2022, Turn Forward is in search of a dynamic and highly motivated leader to take the reins of this established mission-critical organization that has bold timebound objectives. The Executive Director will lead a collaborative fast-paced expert team focused on maximizing the many benefits offshore wind energy can deliver as an essential climate solution and will be responsible for overseeing the administration, programs, and strategic plan of the organization.

Turn Forward is dedicated to advancing an ambitious vision for American offshore wind power that meets today's climate, economic, equity, and environmental challenges. New offshore wind projects are being constructed, and a fleet of projects are preparing to start building. While states and the federal government are advancing bold plans to spur the sector, economic challenges and anti-clean energy opposition facing the industry continues to intensify. At this fast-paced and pivotal moment for offshore wind power, Turn Forward is hard at work to ensure the benefits of this resource are broadly known while also helping to advance the policies and projects that will significantly expand offshore wind generation, deliver benefits to workers and communities, and protect marine and coastal resources. Turn Forward is a philanthropy-funded, national organization working collaboratively with climate change, labor, community, and conservation organizations and other allied partners to ensure a successful trajectory for offshore wind development in the U.S.

PARTNERS

We are an independent operating project of the umbrella organization, Multiplier, a nationally recognized nonprofit with a growing portfolio of innovative initiatives that conserve and protect a sustainable and resilient world (www.multiplier.org).





The Opportunity

Strategic Vision and Leadership

- ❖ Steer Turn Forward's mission with visionary leadership, charting the course for advocacy, communication, policy, and partnerships with a keen eye on the evolving landscape of renewable energy.
- ❖ Dynamically advance Turn Forward's core programs and strategic initiatives, setting ambitious yet achievable goals. Empower and inspire Turn Forward's team to deliver on these objectives, creating a culture of innovation, inclusivity, and excellence.
- ❖ Spearhead the ongoing recruitment and engagement of a high-caliber Board of Advisors, fostering strategic alliances and leveraging their expertise to enhance Turn Forward's mission's impact.

Financial Stewardship and Growth

- ❖ Architect and spearhead a robust fundraising strategy, cultivating and stewarding a diverse portfolio of funding sources to secure Turn Forward's financial health and impact.
- ❖ In partnership with Multiplier and Turn Forward's Head of Team Impact and Operations, oversee financial planning, budget management, and grant administration, ensuring the organization's sustainability and accountability.

External Relations and Partnership Development

- ❖ Serve as the primary spokesperson for Turn Forward, elevating Turn Forward's presence and influence among federal policymakers, stakeholders, partners, media, and the broader public through strategic communication and other educational and policy advocacy initiatives.
- ❖ In partnership with Turn Forward's Senior Director of Advocacy and Strategy, keep a finger on the pulse of industry trends and developments, positioning Turn Forward as a leader in offshore wind advocacy. Enrich and expand Turn Forward's network of advocacy partners, enhancing Turn Forward's collective impact on policy and community engagement.

High-Performing and Responsive Workplace

- ❖ Champion a startup culture that is agile, responsive, and risk-tolerant, understanding that innovation is key to overcoming the challenges of scaling renewable energy solutions. Foster an environment that encourages creativity, continuous improvement, and operational excellence.
- ❖ Maintain transparent communication with Multiplier's leadership, ensuring strategic alignment and responsiveness to shifts in programming, staffing, or funding.



The Candidate

The **Executive Director** of Turn Forward will lead the organization's ambitious efforts to scale up offshore wind energy in the United States. This transformative role involves strategic leadership, advocacy, stakeholder engagement, fundraising, and driving policy initiatives that align with Turn Forward's goal of achieving 100+ gigawatts of offshore wind power by 2025. The successful candidate will lead a team focused on advocating for the transformational power of offshore wind to foster economic revitalization, job creation, and the advancement of clean energy.

The **Executive Director** must be a visionary leader who is passionate about shaping the future of renewable energy. They will excel in strategic planning, financial stewardship, and fostering high-performing, inclusive work environments. The ideal candidate will demonstrate compassion toward or have experience ensuring equitable outcomes from offshore wind development. Turn Forward believes it is imperative to actively integrate frontline communities into the engagement process by prioritizing their voices, needs, and concerns in order to best foster a collaborative approach that not only maximizes the benefits of renewable energy but also addresses historical injustices and promotes environmental justice for all. They will be a dynamic individual who thrives in startup cultures and are dedicated to driving significant impact in the renewable energy sector. Candidates will have the following qualities and skills:

- ❖ **Strategic Visionary:** You have a proven track record of steering organizations with visionary leadership, charting ambitious yet achievable courses for advocacy, communication, policy, and partnerships. You're adept at dynamically refining and adapting strategic initiatives to meet the evolving landscape of renewable energy.
- ❖ **Partnership Cultivator:** You are an exceptional ambassador for renewable energy advocacy, adept at elevating the organization's presence and influence. Your ability to enrich and expand networks of advocacy partners enhances collective impact on policy and community engagement.
- ❖ **Empowering Leader:** You excel in empowering and inspiring teams, creating a culture of innovation, inclusivity, and excellence that drives tangible impact.



The Candidate (continued)

- ❖ **Innovative Problem-Solver:** Your approach to challenges is innovative and risk-tolerant. You understand that overcoming the challenges of scaling renewable energy solutions requires a culture that is agile, responsive, and embraces continuous innovation and adaptation.

Turn Forward recognizes that each applicant for this role will bring unique skills, knowledge, experiences, and background to this position. They welcome diverse experiences and perspectives in our applicant pool and will be looking for candidates who possess many, but not necessarily all, of the following qualifications and experience:

- ❖ Significant leadership-level operations, project management, strategic planning and/or startup leadership experience.
- ❖ Demonstrable experience empowering team members at all levels of an organization to grow and succeed.
- ❖ High emotional intelligence including self-awareness, cultural competency, and the ability to cultivate meaningful relationships with individuals and teams from different races, genders, cultures, and political backgrounds.
- ❖ Proven ability to plan and manage operational processes for maximum efficiency and productivity. High initiative and capability to move from a present state to a desired future by identifying options, proactively assessing risks, recommending and taking next steps, addressing challenges, and removing barriers.



Submit your application at
<https://driwaterstonehc.com/position/executive-director-turn-forward/>

All first-round interviews for this position will take place via video conference with DR/Waterstone.

DR/Waterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

Location: Remote, Full-Time. Some travel will be required.

Compensation: Turn Forward provides a comprehensive package, including an expected compensation range of \$225,000 - \$250,000 (commensurate with experience), excellent medical and dental benefits, retirement savings, and generous vacation and sick leave policy.

Equal-Opportunity Employer:

Multiplier and Turn Forward celebrate diversity and are committed to building teams and partnerships that represent a variety of backgrounds, perspectives, and skills and provide an environment of mutual respect that is free from discrimination and harassment. We prohibit discrimination in our governance, programs, and activities on the basis of race, color, national origin, age, disability, religion, gender, sexual orientation, gender identity, genetic information, political beliefs, reprisal, marital status, amnesty, status as a covered veteran because all or part of an individual's income is derived from public assistance, or for any other non-merit based factor.

Candidates who are BIPOC, women, and LGBTQIA+ are warmly encouraged to apply.