



Executive Director Position Announcement

The Opportunity: The Midas Collaborative is seeking a mission-driven professional to serve as our Executive Director. The Executive Director will work closely with a highly-engaged Board of Directors and staff to evolve and expand our ability to reduce the wealth gap through asset-building programs, stakeholder education and issue advocacy. This is an exciting opportunity for a dynamic leader to inspire systemic change and fortify a robust community of organizations and individuals committed to economic empowerment and financial security, especially for those who identify as BIPOC. The Executive Director will be the face of Midas with nonprofit, business, government, research and philanthropic stakeholders, working with external and internal parties in a diplomatic fashion that promotes inclusion, equity and meaningful results.

About The Midas Collaborative: Midas envisions a society where financial stability is attainable for all, where individuals can confidently plan for their future, and supportive policies foster an environment of prosperity and inclusivity. Since 1999, The Midas Collaborative has collaborated with stakeholders throughout Massachusetts to advance the financial security of low- and moderate-income residents. Midas' signature Matched Savings Program has empowered 7,000 individuals to leverage \$7 million in personal savings and matched savings grants into \$340 million of economic stimulus activity, facilitating pathways to education, homeownership, and small business development. As part of the United Way of Mass. Bay's New Way Forward Partnership, Midas co-convenes a coalition of advocates, practitioners and others focused on passing Matched Savings legislation in MA. We are a "small but mighty" nonprofit, committed to systems change to ensure successful asset-building and intergenerational wealth solutions for BIPOC community members and others who have historically been marginalized. In recognition of our impact and leadership, Midas was awarded the Massachusetts Nonprofit Network's 2023 Award for Outstanding Advocacy. www.midascollab.org

Key Duties and Responsibilities

Matched Savings Program Innovation and Impact

- Set and steer the direction for Midas' Matched Savings Program and Membership network
- Oversee the improvement of systems and processes that facilitate program growth, continuously improving performance, results and stakeholder satisfaction.
- Evaluate program impact and propose new initiatives to advance Midas' mission.

Building the Field and Partnerships

- Facilitate and energize the Financial Empowerment Network (FEN), with emphasis on the Financial Health & Wellness Summit and K-12 financial literacy in high schools.
- Forge purposeful alliances with like-minded organizations on life-cycle economic empowerment initiatives such as baby bonds, matched savings, Financial Empowerment Learning Institute (FELI), and guaranteed basic income. Evaluate opportunities to utilize the Midas brand in support of these initiatives.

Public Policy and Advocacy

- Lead advocacy efforts to advance the organization's mission, influencing legislative and other avenues to affect systems change.
- Serve as the organization's spokesperson on public policy issues related to low-to-moderate income residents, particularly advocating for the Massachusetts Matched Savings Bill.
- Represent Midas on coalitions with complementary impact agendas, taking action as appropriate.

Fundraising and Resource Development

- Serve as the organization's chief fundraiser, orchestrating corporate, foundation, government and individual giving to achieve ambitious organizational goals.
- Work with the staff and Board to source new funding and in-kind opportunities to advance Midas' mission.

Management and Operations

- Manage and inspire a dedicated team by fostering a collaborative and high-performance work environment.
- Set goals and budgets that align with approved Board priorities, ensuring efficient resource management and operational excellence.
- Oversee organizational operations, introduce improvements, ensure compliance and manage risk.

Board of Directors and Governance:

- Work with the Board to refine the Midas vision and strategic direction.
- Partner with the Board and Staff to drive intentional growth and transformative change.

Qualifications:

- Bachelor's degree or equivalent experience
- Senior-level management experience focused on financial empowerment for low-to-moderate income families and individuals. Applicants from all sectors (non-profit/public/private) are all welcome to apply.
- Experience with advancing public policy and other advocacy that has produced results.
- Success with diversified fundraising including foundation and corporate grants, public funding, events, and individual giving.
- Substantial knowledge of and commitment to financial empowerment and equity issues.
- Excellent verbal and written communication skills to be an effective champion for Midas.
- Demonstrated team leadership experience.
- Demonstrated experience partnering with a board of directors and external stakeholders.
- Experience setting strategic direction, and effectively leading and managing organizational growth and change.
- Familiarity with Massachusetts funders and community-responsive nonprofit networks.
- Tech savvy and comfortable with systems that support office and program environments.

Desired Characteristics:

- Visionary leader with the ability to balance strategic thinking with pragmatic implementation.
- Hands-on doer who leads by example.
- Able to grasp all the key details of operations and partner effectively with staff, without getting lost in the minutia.
- Skilled at building and nurturing productive relationships with varied stakeholders.
- Values curiosity, inclusion, and professional development within the team.
- High level of professional maturity, emotional intelligence, and ethical standards.
- A thoughtful leader who consistently demonstrates excellent judgment.

Status: Fulltime, Exempt. Flexible hours, with some evening and weekend hours.

Location: Midas is based in Boston and the staff works virtually, with access to hot desk and space at the Social Innovation Forum. The Executive Director attends relevant in-person meetings, including some statewide travel.

Reports to: Board of Directors

Supervises: Deputy Director, some contractors.

Compensation: \$110,000-\$135,000 based on experience and qualifications, plus benefits that include health, dental and vision coverage. Paid sick, personal and holiday leave. Three weeks of vacation to start.

To Apply: The Midas Collaborative is an equal opportunity employer. Applicants with diverse backgrounds, life experiences, abilities and perspectives are encouraged to apply by submitting a resume and cover letter to midasedrecruiting@gmail.com. Applications will be reviewed on a rolling basis. No phone calls, please.