



EXECUTIVE DIRECTOR

New York City • Full-Time • National Search

TYPE	LOCATION	BUDGET	SALARY
Nonprofit 501(c)(3)	Governors Island/ NYC	\$1.5M (FY2026)	\$120K

About Earth Matter NY

Earth Matter NY is an environmental nonprofit based in New York City dedicated to closing the loop on organic waste through composting, education, and community engagement. Founded in 2009, Earth Matter operates one of the city's most respected urban composting programs on historic Governors Island in New York Harbor, while running robust educational initiatives that reach thousands of students, community members, and professionals across the five boroughs and beyond.

With an annual budget of approximately \$1.5 million and a team of 14 staff, Earth Matter sits at the intersection of environmental sustainability, public health, food systems, and civic life. The organization generates significant earned revenue through composting services and educational programming while building philanthropic support to deepen and expand its impact.

Earth Matter is at an important inflection point and is poised to grow its regional influence, deepen policy engagement, and scale its model. The incoming Executive Director will join at a moment of real opportunity and organizational momentum.

The Opportunity

The Board of Directors seeks an entrepreneurial, visionary, and mission-driven leader to serve as Executive Director. This is a rare opportunity to lead a respected and financially stable organization with deep roots in New York City's environmental movement, and to expand its reach and influence regionally and nationally.

The ideal candidate brings a distinctive combination: the ability to inspire and communicate across diverse audiences; the organizational and financial acumen to manage a growing

nonprofit; and the drive to build Earth Matter’s public profile, fundraising capacity, and policy presence.

Key Responsibilities

Organizational Leadership & Management

- Provide strategic vision and day-to-day leadership to a staff of 14 and robust education and training programs, volunteer opportunities, and public programming involving 15,000 participants annually
- Manage a \$1.5M budget with a focus on long-term financial sustainability
- Foster a high-performance and inclusive work culture
- Partner with the Board of Directors on governance and strategic planning
- Comfort with field-based, hands-on work required

Fundraising & Resource Development

- Lead and grow a diversified fundraising program
- Build relationships with major donors and cultivate a pipeline of new support
- Expand earned revenue through composting, education programs, and consulting

Public Profile & Communications

- Serve as the primary spokesperson for Earth Matter
- Build and leverage relationships with government and civic leaders
- Represent Earth Matter at regional and national events
- Lead a communications strategy that elevates Earth Matter's brand and impact

Public Policy & Advocacy

- Build and maintain relationships with key New York City and State policymakers
- Advocate for policies that advance a sustainable, waste-free culture
- Collaborate with peer organizations and coalitions to advance environmental goals

Candidate Profile

Required Experience & Qualifications

- Track record of building or transforming a mission-driven organization
- Significant fundraising and financial management experience
- Experience as a public spokesperson, including media relations and public speaking
- Real-world experience with composting, food systems, or adjacent fields
- Experience working in NYC or NY State preferred

Leadership Qualities

- Visionary, inspirational, and entrepreneurial

- A compelling communicator with donors, policymakers, and program participants
- Collaborative and inclusive with internal and external stakeholders

Education

A bachelor's degree is required; an advanced degree in environmental science, public policy, nonprofit management, or a related field is a plus. Equivalent lived and professional experience will be considered.

Compensation & Benefits

Earth Matter NY offers a competitive compensation package commensurate with experience, including:

Base Salary	\$120,000
Health Benefits	Medical, dental, and vision coverage
Paid Time Off	Generous vacation, sick leave, and paid holidays
Prof. Development	Support for conferences, training, and sector engagement

How to Apply

Earth Matter NY is an equal opportunity employer. We actively seek candidates who reflect the diversity of New York City and the communities we serve. People of color, women, LGBTQ+ individuals, and candidates from non-traditional backgrounds are strongly encouraged to apply.

To apply, please submit the following to jobs@earthmatter.org:

Subject line: "Executive Director Search - [your name]"

Within the body of the email include a cover letter of no more than 375 words. Provide an example of an organization or initiative you built or grew and/or describe your experience with composting, food waste, or environmental education, including any hands-on or field-based work.

At the bottom of your message, you may include up to three links to media coverage, reports, testimony, or articles in which you are featured or quoted on topics related to Earth Matter's sustainability and environmental justice mission.

Attach a one-page resume. If your experience cannot be summarized on one page, prioritize the positions most relevant to this role.

We are a small organization and we review every response personally. Submissions that do not follow these guidelines may not be considered.