



Safe Routes Partnership

Executive Director

Remote



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About Safe Routes Partnership

The Safe Routes Partnership, originally the Safe Routes to School National Partnership, began as a program of PeopleForBikes with leadership spearheading the early demonstration projects, advocacy, and eventual federal support for the Safe Routes to School program in the United States. After much success over the years in supporting the Safe Routes to School movement at the federal, state, and local levels as well as work in advancing social equity and active transportation, the organization became an independent 501(c)(3) organization in 2013 and solidified its commitment to being the leading national nonprofit organization for Safe Routes to School.

Safe Routes Partnership is deeply committed to expanding federal resources for Safe Routes to School as well as walking and rolling in everyday life with a core focus on advancing equity. Since its founding, the Safe Routes Partnership has placed a high value on partnerships and continues to engage more than 800 partners interested in supporting their mission and working together to create healthier, thriving communities for people of all ages, races, income levels, and abilities. Safe Routes Partnership is also in the sixth year of an initiative to expand safe routes to local parks and to increase state-based funding for safe routes to parks.

Safe Routes Partnership aims to advance policy change, catalyze support for healthy communities, foster a commitment to equity in active transportation, and share our deep expertise to improve support for walking and bicycling to school and beyond.

Today, more than 17,000 schools are benefiting from the many positive outcomes of federal Safe Routes to School programs. An estimated 6.8 million children now enjoy safer sidewalks and pathways for walking and bicycling to school, bicycle and pedestrian safety education, and encouragement programs.

The Safe Routes Partnership provides crucial support to these efforts: promoting walking and bicycling, advancing safety and physical activity through policy change, and encouraging healthy community design that enhances livability and quality of life in all communities.

For more information on Safe Routes Partnership, please visit <https://www.saferoutespartnership.org/>.



The Opportunity

At this exciting time, Safe Routes Partnership is looking for a genuine and authentic Executive Director (ED) to lead the organization and build upon its track record of success in the active transportation space. The ED will work with an engaged Board of Directors and committed team to advance a mission centered on equity and to deepen the organization's reach and impact. As a leader with a partnership orientation lens, the ED will continue to identify, establish, cultivate, and maintain strong working relationships with a variety of different audiences and groups to advance Safe Routes Partnership's work.

In addition, the ED will have the primary responsibility of managing the organization's day-to-day operations, leading fundraising efforts, directing the work and development of staff, and serving as the primary spokesperson for the organization. The ED will ensure that the organization is fiscally sound and that its internal and external communications, fund development, and programs are meeting the needs and interests of Safe Routes Partnership.

This is an exciting opportunity for a leader who will inspire a team of smart and committed staff to continue to achieve excellence in work while ensuring an equitable workplace for all.

Candidate Profile

While no one candidate will possess every quality outlined for this position, the successful candidate will bring many of the following professional qualifications and personal attributes:

Passion for Mission and Commitment to Diversity, Equity, Inclusion, & Justice (DEIJ)

- Will cultivate and champion organizational culture in support of the mission of Safe Routes Partnership
- Lead with an equity and belonging lens to identify the various ways to enhance the work of Safe Routes Partnership
- Champion equity in all aspects of the organization, both internal and external, and its services through the implementation of inclusive and equitable systems, policies, and procedures
- Lived and/or professional experience in the active transportation space, mobility justice, health equity, and/or education preferred

Strategic Fundraising and Partnership Orientation

- Serve as chief fundraiser for the organization, including the identification of new giving opportunities (philanthropic and government grants, individual giving, corporate sponsorships, etc.)



- Bring demonstrated experience in creating and executing on a fundraising strategy and development plan to diversify revenue streams
- Will develop authentic, trusting and mutually beneficial relationships with staff, Board members, donors, foundations, and other potential partners
- Serve as a thought leader and spokesperson in fundraising spaces and able to tell the compelling story of Safe Routes Partnership
- Can bring an entrepreneurial approach to revenue generation and an understanding of nonprofit finance, grantmaking, and various revenue streams

Team Leadership and Organizational Management

- Hire, retain, and develop a team with a deep commitment to building an environment that respects and values diversity for a fully remote staff
- Serve as a thought partner and bring a coaching and mentoring lens for a highly capable team of individuals
- Provide leadership and motivate others (staff, board, partners, etc.) to foster a collaborative and transparent culture of communication
- Bring a demonstrated commitment to advancing the work of diversity, equity, inclusion, and justice and will inspire the team to achieve excellence

Nonprofit Operations

- Bring strong experience with strategic financial oversight and a comprehensive record of overseeing various functions of an organization
- Steward and engage with the Board around the work of the organization
- Overseeing all financial, operational, and administrative functions, including grant oversight, working in consultation and partnership with the Safe Routes Partnership team
- Be a builder with the ability to set priorities decisively, delegate responsibilities, assure accountability and allocate resources to ensure results

Program Oversight and External Communications

- Lead long-range program planning efforts with the input of the staff and board to further the mission Safe Routes Partnership
- Integrate policy, program, and knowledge gained through current work and share this with agencies, policymakers, influencers at all levels and thought leaders across the country to elevate and bring continued awareness of the work of Safe Routes Partnership
- Oversee the development of a strategic communications plan in order to enhance the organization's visibility and bring the message to diverse audiences utilizing a variety of outlets

In addition, strong candidates will offer:

- Experience with and passion for fundraising



- Excellent communicator and writer, with experience as a spokesperson who can tailor messages to different audiences
- Track record of providing leadership and management for a national, mission-driven organization or program
- Ability to lead with influence and inspiration, building collaboration and buy-in toward a common vision from a wide range of audiences
- An ability to be a strong yet compassionate and empathetic leader with an asset oriented mindset
- Strategic, systems thinker, and creative problem solver
- Strong track record of financial and operational management experience, with the ability to lead and motivate teams

Compensation & Benefits

Salary is competitive and commensurate with experience. The salary range for this role is \$140,000 - \$150,000 with a robust benefit package.

Contact

Koya Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Alicia Salerno and Tatyana James of Koya Partners have been exclusively retained for this search. To express interest in this role please submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries and discussions will be considered strictly confidential.

Koya Partners is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Safe Routes Partnership is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

About Koya Partners

Koya Partners, a part of Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—**The Right Person in the Right Place Can Change the World**—guides



our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

At Koya, we don't just accept difference—we celebrate it, support it, and thrive on it for the benefit of our team, our clients, and the communities we serve.

For more information about Koya Partners, visit <https://diversifiedsearchgroup.com/koya-partners/>.