

Executive Director

Organization:	Gratitude Network
Location:	Remote, based anywhere in the United States
Compensation:	Base salary \$120-\$140k, DOE
Start Date:	January 1, 2027

Gratitude Network is a 501(c)(3) nonprofit that helps NGO and nonprofit leaders around the world build stronger, more sustainable organizations through executive coaching, a structured curriculum, and a global peer community, anchored by its highly selective, flagship 13-month Fellowship program. Since 2012, Gratitude Network has supported more than 300 nonprofit leaders across the globe – 96% of alumni organizations remain active today, and on average, alumni see a 5X increase in the number of children served and a 3.5X increase in annual revenue within three years of completing the Fellowship.

At our core, Gratitude Network believes that leaders who are seen, supported, and surrounded by strong peers can do extraordinary things – and that the ripple effects reach far beyond any one organization. We show up for our Fellows and coaches the way we ask them to show up for the communities they serve: with generosity, candor, and a deep belief in people's capacity to grow. We're looking for an Executive Director who feels this in their bones – someone who leads with warmth as much as rigor, who sees relationships as the real infrastructure of this work, and who will carry that spirit forward as we enter our next chapter. We're seeking a candidate who shares our commitment to trust, excellence, passion, and courage—someone who builds strong relationships with integrity and accountability, strives for high standards, brings energy and enthusiasm to their work, and has the confidence to challenge the status quo, embrace innovation, and drive meaningful change.

As we enter an exciting next chapter, we envision a new 2027–2029 strategy. The organization is moving from a heavily individual-donor-funded model to a sustainable, partner-powered one – with plans to grow from 500 to 900+ NGOs served, expand from four to six programs, and turn its global alumni and Fellow network into a truly active community. The organization's current Executive Director is stepping down for family reasons and will remain closely involved as a Board member, supporting the incoming leader through the transition.

Gratitude Network is looking for a builder and storyteller to serve as the organization's chief executive, lead ambassador, and top revenue generator: someone who can cultivate funder and partner relationships, energize a global community of Fellows and alumni, open new revenue channels, and work hands-on with a small, high-performing team to execute the strategy.

This is a remote role, and candidates can be based anywhere in the United States. Some international and domestic travel is required.

Responsibilities

- Translate Gratitude Network's 3-year strategic plan into annual goals, team accountability, and board-level reporting
 - Lead the shift to a diversified revenue model spanning fee-for-service partnerships, fee-for-service programming, and traditional philanthropy
 - Build and manage a strong pipeline across major-donor fundraising, corporate engagement, and earned-income opportunities
 - Represent Gratitude Network at conferences and funder events, building its visibility through thought leadership and public speaking
 - Build trust-based relationships with board members, donors, alumni, and corporate partners; activate board members as connectors and fundraisers
 - Lead and support a small, high-performing team, staying hands-on wherever needed while protecting team capacity as the organization grows
 - Maintain a strong enough command of the program model to represent, sell, and occasionally help deliver it
 - Partner closely with the Board to strengthen governance, drive strategic alignment, and lead ongoing board development, recruitment, and engagement
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Qualifications

- Bachelor's degree required; MBA a plus
 - 8-12+ years of senior leadership experience in a nonprofit, foundation, accelerator, or mission-driven business
 - Experience working with or supporting nonprofit leaders, social entrepreneurs, or NGOs
 - Track record building revenue through fundraising, partnerships, earned income, or business development
 - Track record leading teams of 10-20 people, including in remote, globally distributed environments
 - Warm, credible public communicator comfortable representing an organization externally
 - Entrepreneurial, low-ego operator willing to pitch in wherever needed on a small team
 - A global mindset and experience working across cultures, ideally with internationally distributed teams, partners, or communities (preferred - not required)
 - Ability to travel domestically and internationally as needed
 - Genuine passion for and excitement about Gratitude Network's mission
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Application Process

To apply, please submit your resume to jobs@thetreehousepartners.com with “Gratitude Network - Executive Director” in the subject line and a note detailing how they heard about the search or who referred them. Treehouse Partners will be handling ALL initial resume review and conducting all first-round interviews. Applications will be reviewed on a rolling basis and it is best for all interested candidates to apply as quickly as possible.

Gratitude Network is an equal opportunity employer committed to diversity, equity, and inclusion. We celebrate diversity and are dedicated to creating an inclusive environment for all employees and contractors, regardless of race, color, ancestry, religion, gender, national origin, sexual orientation, age, citizenship, marital status, disability, or veteran status. We encourage individuals of all backgrounds to apply.