



Executive Director

Rain City Rock Camp

Seattle, Washington

Overview

Rain City Rock Camp is a transformative Seattle-area nonprofit that empowers girls, women, and gender non-conforming individuals to thrive in a community of allies and activists, by using music to inspire creative expression and advance equity. Building on the successful leadership of the outgoing co-founder, Rain City Rock Camp seeks a new **Executive Director** to guide and lead the organization through this important time of change and beyond, leveraging the incredible talents of a dedicated and diverse community of staff, board members, and volunteers.

Founded in 2008, what began as a humble passion project to inspire belonging and liberation through music has transformed into a robust organization engaging more than 400 women, girls, and gender expansive individuals each year. As our community and impact has grown, our year-round programs have expanded to include our Seattle Summer Camp, South Sound Rocks! (South Sound youth), Adult Rock Camp, Amplified Teen Voices (youth leadership program), Rain City Rock School and our Advanced Music Program. Together, our programs support a shared vision of an equitable world that celebrates creativity, embraces authenticity, and values all voices.

Rain City Rock Camp's next Executive Director will inherit an exceptionally vibrant community of campers, staff, and volunteers who prioritize communication, recognition, and collaboration; demonstrating the organization's core values:

- **Self-Empowerment** and development of the strengths in each of us
- **Music** as a medium for personal growth and social change
- **Leadership Opportunities** for girls, women (cis and trans), and gender non-conforming individuals
- **Supportive and Inclusive Community** in our work and partnerships
- **Diversity** and representation fueled by a commitment to anti-racism
- **Progressive Approaches** to fighting sexism and societal inequalities
- **Authenticity and Respect** in all spaces

Position Description

Reporting to Rain City Rock Camp's Board of Directors and directly managing a staff of six, the Executive Director will serve as Rain City Rock Camp's public spokesperson and leader, advancing equity priorities and accountability, and overseeing the administration, programs and strategic plan as defined by the mission and goals. Specifically, the Executive Director will lead in the following capacities:

Vision, Culture & Organizational Leadership

- Provide consistent and visionary leadership to sustain and grow Rain City Rock Camp's impact with a demonstrated commitment to advance equity and expand representation in programming.
- Honor, appreciate, and nurture a culture of belonging at all levels of the organization.

- Model vulnerability and authenticity in relationship-building with board members, staff, volunteers, and community members, while driving clear decision-making and progress toward the strategic plan.
- Serve as the organization's spokesperson to the community, media, supporters, and broader collective.

Development and Actualization of Equity and Anti-Racist Practices

- Advance equity, support representation, and cultivate belonging by seeking and centering the perspectives of those most impacted by systemic oppression, particularly Black, Indigenous, Communities of Color, and gender expansive populations.
- Support the continued development of principles, practices, and policies that reflect equity, belonging, and awareness of power dynamics that is integrated into all aspects of Rain City Rock Camp's activities.
- Prioritize, plan, and follow through on ongoing professional development opportunities for staff and community members to advance their equity and anti-racist knowledge, skills, abilities and practice.

Organizational Strategy, Management & Operations

- Inspire and lead a talented and diverse staff and partners (including contractors and volunteers) to leverage their individual and collective skills and passion to realize Rain City Rock Camp's mission.
- Direct, delegate, and collaborate with the management team in the design, marketing, promotion, delivery, and management of quality programs and services, including Adult Rock Camp, Summer Camps, Amplified Teen Voices, other year-round programming and partnership programs.
- Support the board of directors and engage staff in the development and implementation of the organization's strategic plan; Support subsequent program evaluation to ensure continued alignment with the Strategic Plan and community priorities.
- Hire, evaluate, and develop staff leadership and capacity through tailored professional development.

Fund Development & Financial Stewardship

- Drive bold and innovative fundraising activities through skilled relationship-building, strategic campaigns, and effective cultivation of ambassadors across the Rain City Rock Camp community.
- Lead year-round philanthropic, corporate, and major donor cultivation to ensure that RCRC can continue to provide accessible programming, regardless of campers' ability to pay.
- Direct and empower staff and board in fundraising planning, implementation, and appreciation.
- Oversee grant strategy and development, collaborating on key aspects of grant writing and reporting with grant consultants and/or development staff.
- In partnership with the board of directors, develop an annual budget with input from staff.
- With support from the bookkeeper, manage, monitor and report on ongoing revenue/expenses, ensuring proper implementation of financial policies and controls.

Board Development & Engagement

- Support the engagement, recruitment, and onboarding of board members as key thought partners and advisors, leveraging their diverse backgrounds and experiences to champion Rain City Rock Camp's mission and inform the strategic direction of the organization.
- Serve as the key liaison between board and staff, providing timely and transparent reporting of financial, fundraising, program, and strategic partnership development.
- Foster the effective governance and collaboration of the board of directors through clear communication, shared accountability, and effective agenda-setting processes.

Desired Qualifications

Rain City Rock Camp is a community grounded in the appreciation that every individual is on a journey of self-development and self-expression. We honor and expect that our next leader will bring both strengths and opportunities for growth into this role. In that spirit, we seek a new Executive Director who reflects a majority of the following attributes, skills, and experience:

- Deep passion for and belief in Rain City Rock Camp's mission to empower girls, women, and gender expansive individuals through music self-expression and supportive community.
- Demonstrated commitment to learning and advancing anti-racism, trans-inclusivity, and anti-oppression practices in relationships, across teams, and within community settings.
- Strong relationship-building skills and ability to authentically listen, engender trust, and act with intentionality and curiosity; A people-lover with "thick skin and a squishy heart."
- Powerful and skilled communicator and presenter with a collaborative leadership style that fosters both effective teamwork and shared accountability.
- Expertise in program development, program management, and event management.
- Relevant expertise leading and stewarding organizations/programs through periods of change or growth; comfort with multi-tasking, delegating, and prioritizing among competing priorities.
- Skilled and strategic fundraiser with proven ability to nurture and sustain relationships with mission-aligned donors; Experience raising significant investments from individual donors, foundations, and corporations.
- Demonstrated skills in the organizational, financial, and operational management of a similar-sized organization.
- Experience leading or supporting youth development, youth empowerment, youth arts, or related programming in a professional setting; A love and appreciation for young people's leadership and self-expression.
- A love of music and/or creative expression as a tool for social change; Appreciation for candidates who bring musical skill and/or the ability to speak to the experience of public performance or expression and the vulnerability required.
- Ability to facilitate and model fun, infusing silliness where possible to dismantle societal expectations of perfectionism.
- Minimum of five years of service in an executive or managerial position; Familiarity and professional experience in non-profit settings.

Additional Details and Application Instructions

The salary range for this position is \$75 - \$85k and includes employer sponsored medical/dental, vision. Life and long-term disability coverage, 10 days of sick leave, 10 days of paid time off, 12 paid holidays, 2 days of volunteer time off, monthly cell phone allowance, and work flexibility.

To apply, please send a cover letter, summarizing your interest and qualifications, along with your resume, to jobs@raincityrockcamp.org. Applications will be reviewed on a rolling basis. For priority consideration, we encourage you to apply as soon as possible.