



Executive Director
GEEARS: Georgia Early Education Alliance for Ready Students
Atlanta, Georgia

About GEEARS

GEEARS is Georgia's leading early childhood policy and advocacy organization, working to ensure that all Georgia's children, birth to age five, thrive by championing research-backed policies and investments, fostering collaboration, and leading a statewide movement to advance public will.

Through coalition-building, policy analysis, strategic communications, and partnerships with state agencies, elected officials, business leaders, and philanthropic partners, GEEARS plays a central role in shaping early childhood systems across Georgia. The organization is widely respected for its credibility, nonpartisan leadership, and commitment to equity and outcomes for children and families.

The Opportunity

At a pivotal moment for early childhood policy nationally and in Georgia, GEEARS seeks a visionary and strategic Executive Director to lead the organization into its next phase of growth and impact.

The Executive Director serves as the organization's chief executive, chief fundraiser, and primary public voice. Reporting to and partnering closely with the Board of Directors, the Executive Director will articulate and advance a bold statewide vision, expand and diversify revenue, develop and inspire a high-performing team, cultivate an engaged board, build powerful cross-sector relationships, and elevate GEEARS' influence as a trusted, nonpartisan leader in public policy.

This role offers the opportunity to shape policy, mobilize diverse stakeholders, and drive measurable outcomes for young children in one of the nation's fastest-growing and most economically dynamic states. The salary range for this position is \$175,000-210,000.

Key Responsibilities

Vision & Systems-Level Strategy:

- Monitor and respond to political, economic, and social trends affecting early childhood funding and systems.
- Position GEEARS as a forward-thinking leader at the intersection of research, policy, and implementation.
- Translate long-term vision into clear organizational priorities, measurable outcomes, and aligned staff goals.

Organizational Leadership & Talent Development:

- Build, lead, and retain a high-performing team with deep policy, advocacy, and operational expertise.
- Empower and support an existing, seasoned, professional team that is highly skilled and deeply committed to fulfilling the organization's mission.
- Foster a culture of collaboration, accountability, innovation, and continuous learning.
- Ensure leadership development, succession planning, and strong internal systems that support scale and sustainability.
- Align staffing and infrastructure to strategic priorities and growth opportunities.

Fundraising & Financial Sustainability:

- Serve as chief fundraiser and revenue strategist, leading a comprehensive and diversified fundraising strategy.
- Cultivate and steward relationships with foundations, corporate partners, institutional funders, and individual donors.
- Partner with the Board to deepen its engagement in fundraising and resource development.
- Ensure fiscal integrity and long-term sustainability.

Board Partnership & Governance Excellence:

- Build and maintain a highly engaged, strategically focused Board of Directors.
- Support thoughtful board recruitment aligned with organizational needs and statewide representation.
- Foster a culture of trust, transparency, and shared leadership between board and staff.

External Leadership & Public Voice:

- Serve as the primary spokesperson and thought leader at the state and national levels.
- Build bipartisan relationships with elected officials, state agencies, business leaders, nonprofit partners, and philanthropic institutions.
- Represent GEEARS in coalitions, media engagements, and public forums.
- Strengthen the organization's visibility and influence statewide and beyond.

Fiscal Leadership & Financial Stewardship:

- Provide executive oversight of the organization's financial strategy, ensuring alignment between long-term strategic priorities and annual operating budgets.
- Demonstrate fluency in financial statements, including profit and loss, balance sheet, and cash flow analysis, using data to guide strategic decision-making.
- Lead multi-year financial forecasting and scenario planning to ensure long-term sustainability and resilience.
- Ensure strong internal controls, audit readiness, and compliance with all federal, state, and private funding requirements.
- Oversee timely and accurate grant management, ensuring all deliverables, performance metrics, reporting requirements, and contractual obligations are met.
- Maintain appropriate operating reserves and risk mitigation strategies to safeguard organizational assets and reputation.
- Partner with the Board to ensure financial transparency, disciplined resource allocation, and responsible stewardship of philanthropic and public investments.

Candidate Profile & Qualifications

A successful candidate will center the needs of Georgia's youngest children and their families, celebrating the joy, magic, and potential that young children bring to our lives and will have:

- Significant senior leadership experience in nonprofit, public policy, advocacy, philanthropy, early childhood health or education, or related fields.
- Demonstrated success in fundraising and major donor cultivation.
- Experience engaging with legislators, public agencies, and cross-sector stakeholders.
- Proven ability to build and develop diverse, high-performing teams and a strong organizational culture through a strengths-based, culturally competent lens.
- Experience working closely with a nonprofit board.
- Deep understanding of public policy and legislative processes; early childhood or education policy experience preferred.
- Exceptional written and verbal communication skills.
- Strategic thinker with financial and operational acumen.
- Strong commitment to advancing equitable outcomes for young children and families across Georgia.
- Demonstrated ability in working to build bridges with individuals and groups of diverse political, cultural, and organizational viewpoints.

GEEARS is proud to support a flexible, family-friendly workplace. We have a hybrid schedule with offices in Buckhead.

[Click here to apply.](#)