

employment opportunity

Executive Director

at



Location: Madison, Wisconsin

presented exclusively by

peter
gray
executive
search



recruiting
social
impact
leaders

to apply: bit.ly/fair-apply

Fair Wisconsin is hiring an Executive Director

**Peter Gray Executive Search is Fair Wisconsin's
exclusively retained partner for this executive search**

All images courtesy of Fair Wisconsin, except where noted.

about Fair Wisconsin

[Fair Wisconsin](#) is the preeminent statewide organization that advances and protects equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) Wisconsinites.



Fair Wisconsin consists of two entities:

- [Fair Wisconsin, Inc.](#), a 501(c)(4) organization founded in 1994, with a mission to protect and advance the civil rights of LGBTQ+ people through electoral involvement and direct legislative advocacy. Fair Wisconsin Inc. has an affiliated [Fair Wisconsin Political Action Committee](#).
- [Fair Wisconsin Education Fund](#), a 501(c)(3) organization with a mission to educate the general public about the harms of discrimination toward LGBTQ+ individuals and build more inclusive communities and workplaces for LGBTQ+ Wisconsinites.

Fair Wisconsin's vision, mission, and values

- **Vision:** Fair Wisconsin envisions a fair, safe, and inclusive society in which lesbian, gay, bisexual, transgender and queer (LGBTQ+) people are treated with dignity and respect.
- **Mission:** Fair Wisconsin works to build a fair, safe, and inclusive Wisconsin for all LGBTQ+ people by advancing, achieving, and protecting LGBTQ+ civil rights and workplace equality.
 - **Fair Wisconsin Inc.** advances this mission through lobbying, legislative advocacy, grassroots organizing, coalition building and electoral involvement.
 - **Fair Wisconsin Education Fund** advances this mission through education, movement capacity building, grassroots organizing, civic engagement, research, and legal challenge preparation.



- Fair Wisconsin carries out this mission in accordance with these values:
 - We value human dignity.
 - We recognize, respect, and celebrate the diversity within the LGBTQ+ community.
 - We believe LGBTQ+ and allied people should shape and inform the work of our organization to ensure we are responsive and accountable to the people we serve.
 - We believe a multi-issue approach is necessary to address the diverse challenges facing the LGBTQ+ community.
 - We believe social, racial, and economic justice are key intersectional issues that impact LGBTQ+ people and their families.
 - We believe change is possible through strategic public engagement.
 - We believe in developing strategic collaborations, partnerships, and coalitions with LGBTQ+ and allied organizations.
 - We believe in maintaining and expanding our statewide presence.
 - We believe in building organizational infrastructure to support the capacity of the LGBTQ+ equality movement.

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about the position

The Executive Director is the organization's chief executive officer. The Executive Director works with Fair Wisconsin's two Boards of Directors to develop and implement Fair Wisconsin's vision, implement its strategic plans, manage its staff and all aspects of its operations, and serve as the public face of the organization.

The Executive Director reports to the Board Presidents of Fair Wisconsin's two entities, Fair Wisconsin, Inc. and Fair Wisconsin Education Fund.



Fair Wisconsin's Boards of Directors have these strategic priorities for the Executive Director:

- ***Ensure Fair Wisconsin's financial stability and growth*** through financial oversight and fundraising.
- ***Communicate Fair Wisconsin's story***, elevating its brand and its reach as the preeminent LGBTQ+ statewide organization in Wisconsin.
- ***Drive Fair Wisconsin's advocacy*** to end LGBTQ+ discrimination in Wisconsin.

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The Executive Director's job responsibilities include:

- **Accounting & finances:** Has sole spending authority for all entities; works with the Accountant to develop and maintain organizational finances; Works with Accountant on payroll, check signing, company audits and the creation and maintenance of entity-specific fiscal year budgets and cash flow.
- **Fundraising:** Principal for major donor, grant and organizational fundraising relationships and solicitations; works with staff to develop fiscal year fundraising plans for all entities; approves all fundraising communications including direct mail solicitations, fundraiser invitations and related materials, grant LOIs, proposals and reports, and all other fundraising materials; leads direct mail fundraising program.
- **Communications:** Primary spokesperson; works with staff to develop organizational communications and media strategies; approves all public communications, such as press releases, emails, blog posts, direct mail solicitations, website content, etc.



- **Legislative advocacy:** Main legislative strategist; manages any contract lobbyists; registered lobbyist; works with staff to coordinate and implement communications and organizing strategies to support legislative efforts.
- **Field organizing:** Works with staff to develop outreach, grassroots organizing, electoral strategies, and communications programs to support field efforts.
- **External relationships:** Represents Fair Wisconsin at coalition tables: America Votes Executive Committee, Wisconsin Progress, Equality Federation and Equality Federation Institute Board of Directors, Equality Federation Membership and Governance Committee, and other coalitions and LGBTQ+ grantors as necessary.
- **Human resources:** Responsible for all hiring and terminations; maintains employee policy handbook and other staff policies as necessary; works with the Accountant to manage human resources policies and procedures.
- **Internal operations:** Works with staff to maintain Fair Wisconsin's internal operations.
- **Board governance:** Main Boards of Directors contact for organizational communications; manages Board Committees and regularly scheduled Board meetings; works with Board Fundraising Chair to track Board giving and fundraising.

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experience sought

Fair Wisconsin is seeking a vocal champion for LGBTQ+ equality who can strategize and drive change through advocacy, organizing, and coalition-building.

A strong candidate would have some combination of these experiences and skills:

- Demonstrated passion for Fair Wisconsin's mission of LGBTQ+ equality.
- Significant political advocacy experience, including legislative lobbying, grassroots organizing, and electoral strategy work.
- Excellent public speaking, writing, and media engagement skills.
- Successful track record of fundraising from cultivating major donors, securing grants, and executing small-donor campaigns.
- Demonstrated success building coalitions with other organizations dedicated to social justice.
- Strong team leadership and management skills, with an ability to engage, mentor and develop staff.
- General management experience overseeing budgets and organizational administration.



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office location: Madison, Wisconsin

Fair Wisconsin serves Wisconsin, with an [office](#) located in Madison.

The Executive Director position requires a regular in-person presence in the Madison office. Fair Wisconsin supports hybrid work, and some work-from-home is acceptable after an initial ramp-up period. The job also requires in-person government advocacy work in Madison, and driving travel around Wisconsin as needed to engage with stakeholders.

This is a national search, and Fair Wisconsin is ready to offer financial assistance for relocation.

TO MADISON BY CAR:

From Milwaukee: 79 miles, 1½ hours

From Dubuque: 91 miles, 1¾ hours

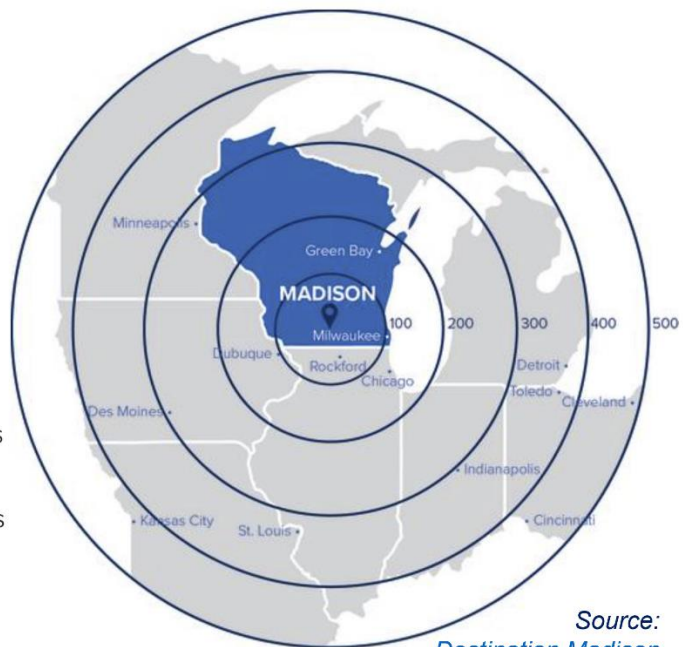
From Chicago: 147 miles, 2½ hours

From Green Bay: 140 miles, 2½ hours

From Minneapolis: 273 miles, 4½ hours

From Des Moines: 292 miles, 4¾ hours

From St. Louis: 359 miles, 5½ hours



Source:
[Destination Madison](#)

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about Madison, Wisconsin

Madison, Wisconsin is a vibrant city of over 250,000 residents. Its Dane County metro area is home to over 560,000 residents, making it Wisconsin's second largest metro, after Milwaukee.

Madison is the capital of Wisconsin, a world-class [research & technology university](#) city, and a thriving creative-class hub.



Nestled on a chain of scenic lakes, the Madison region has been home to the [Ho-Chunk nation](#) for over 11,000 years. Its Ho-Chunk name is [Dejope](#), meaning "Four Lakes." The region has the world's largest concentration of [Indian effigy mounds](#). There are [dozens](#) on the University of Wisconsin-Madison campus alone.

Madison is consistently named a [best place to live](#) in US nationwide rankings and surveys. Madison earns accolades for its [green & healthy](#) lifestyle, its [gender parity at work](#), its [family-friendliness](#), its [sports](#), its great [beer](#) scene, even its [happiness](#). (See Madison [rankings](#), [fun facts](#), and [things to do](#).)

Madison's local economy and job market are among the strongest in the US. Dane County (metro Madison) had just [2% unemployment](#). (Compare to unemployment rates of [3.5% statewide](#) and [3.7% nationwide](#)). National and global companies headquartered in metro Madison include [Epic Systems](#), [American Family Insurance](#), [Exact Sciences](#), [Lands End](#), [TruStage](#), [Promega](#), [ETC](#), and [Sub-Zero](#).

Madison has a vibrant nonprofit sector. Locals like to say Madison has the most nonprofits per capita of any US city. (Don't tell them [this report](#) ranks Madison #2!)

With a median home cost of \$337,500, Madison offers a lower [cost of living](#) than many desirable metros.

Madison's racial and ethnic [demographics](#): 73% non-Hispanic White, 9% Asian, 7% Hispanic, 6% Black, 5% other.

Business and civic organizations active in Madison include [Downtown Madison Inc.](#), the [Greater Madison Chamber of Commerce](#), the [Madison Black Chamber of Commerce](#), the [Latino Chamber of Commerce of Dane County](#), the [Hmong Wisconsin Chamber of Commerce](#), and the [Wisconsin LGBT Chamber of Commerce](#).

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salary

Fair Wisconsin's Executive Director position has a salary range of \$100,000 - \$115,000.



interested?

Please [apply confidentially](#): bit.ly/fair-apply

Deadline: rolling. The position is open until filled. It was announced on **March 5, 2024**. Rather than setting an application deadline, we are considering applications and holding interviews on a rolling basis. For best consideration, please apply promptly; and please complete all questions in the application, including the cover letter/personal statement. Our goal is to fill this position by the end of **May 2024**.

Fair Wisconsin has exclusively retained [Peter Gray Executive Search](#) to conduct the search for its new Executive Director. Peter Gray Executive Search is a social impact executive search firm in Madison, Wisconsin.

Fair Wisconsin and Peter Gray Executive Search are equal opportunity employers, committed to attracting candidates representing a diverse range of backgrounds. Fair Wisconsin strongly believes it benefits from the perspectives and talents of a racially and culturally diverse staff.

about peter gray executive search



[Peter Gray](#) (he/him) is a recovering Wall Street recruiter who now recruits social impact leaders and fights bias in hiring.

As founder and CEO of [Peter Gray Executive Search](#), he guides nonprofit organizations and social impact employers through [leadership succession](#) and other [strategic hiring](#). He also [trains](#) employers on diversifying hiring outcomes, and [coaches](#) individuals on overcoming bias in job search and career advancement.

Peter began his career in executive search at Korn Ferry in New York City. He gives back as a volunteer adviser, fundraiser, and board member for nonprofit and civic organizations. He chairs the Boys & Girls Clubs of Dane County's [Move 'n' Groove for Boys & Girls Clubs](#) campaign, which has raised over \$10 million for youth development.

Peter holds a BA from Harvard University, and an MBA from Columbia Business School.

Peter volunteered actively on Fair Wisconsin's marriage equality referendum campaign.

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