



Texas Campaign for the Environment
Executive Director

Location: The preferred location for this position is Austin, Texas. Exceptional candidates based in the Houston or Corpus Christi areas will be considered.

About Texas Campaign for the Environment

Texas Campaign for the Environment (TCE) and Texas Campaign for the Environment Fund (TCEF), work together to empower Texans to fight pollution through sustained grassroots organizing campaigns that drive systemic change in corporate and governmental policy. Since 1997, these organizations have been at the forefront of grassroots efforts advocating for every Texan's right to clean land, air, and water.

As a 501(c)(4), TCE focuses on advocacy, organizing communities across Texas to hold elected officials accountable and challenge major polluters. TCEF, the 501(c)(3) arm, advances this work through education, research, and capacity-building initiatives that support long-term environmental change. Together, these organizations have secured major victories, including the cancellation of an ethane cracker facility projected to be the largest in the world, the prevention of a major PET manufacturing plant, and the delay of multiple desalination plants in the Coastal Bend region.

For more information about Texas Campaign for the Environment, visit <https://www.texasenvironment.org/>, and for more about Texas Campaign for the Environment Fund, visit <https://www.txenvironment.org/>

The Opportunity

Texas Campaign for the Environment and Texas Campaign for the Environment Fund seek an inspiring, principled, and politically astute Executive Director to lead both organizations into their next chapter of impact and advocacy.

This is a pivotal moment for TCE and TCEF—two organizations with a long history of championing environmental justice and holding polluters accountable. The next Executive Director will bring not only a deep commitment to frontline communities and the movement for environmental health and equity, but also a demonstrated history of navigating complex political landscapes with integrity and credibility. Their ability to work across political lines—while remaining true to our core values—will be essential to sustaining and growing the organizations' influence at the local and state levels.

The Executive Director will provide visionary and unifying leadership across both entities, aligning their missions while leveraging their unique capacities to achieve

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maximum impact. They will drive fearless advocacy, build meaningful coalitions, and implement bold, community-centered strategies that shift power and resources to those most affected by environmental harm. With a strong focus on protecting the environment and sophisticated understanding of state and municipal policy dynamics, the Executive Director will foster a culture of collaboration, accountability, and justice—ensuring that TCE and TCEF continue to be formidable forces for change across Texas.

Key Responsibilities

The key responsibilities of the incoming Executive Director will include the following:

Strategic Leadership and Financial Stewardship

- Develop and execute a multi-year strategic plan that advances TCE and TCEF's missions while positioning the organizations for long-term impact.
- Oversee and implement TCE's electoral strategy through the TCE VoteClean.org PAC, empowering local candidates and maximizing voter engagement through community organizing and advocacy efforts.
- Provide executive-level financial leadership, managing the organizations' budgets with a focus on sustainability, strategic resource allocation, and adherence to best financial practices.
- Strengthen internal systems for decision-making, hiring, and governance to enhance organizational effectiveness and efficiency.
- Balance programmatic priorities with administrative and operational needs, ensuring the organizations remain both strategic and nimble in responding to policy and advocacy opportunities.

Culture and Team Building

- Cultivate a mission-driven, values-based culture where staff feel empowered, supported, and valued.
- Establish clear roles and responsibilities that enable staff to contribute meaningfully to the organizations' success.
- Lead in a unionized workplace, fostering a collaborative and constructive relationship with union representatives and all staff.
- Uphold a deep commitment to equity, inclusion, and environmental justice, ensuring that frontline communities remain at the center of TCE and TCEF's work.

Fundraising and External Relations

- Lead and expand diversified fundraising efforts, including major gifts, institutional grants, and grassroots support, to sustain and grow the organizations' impact.

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- Build and steward strong relationships with funders and donors, ensuring alignment with the mission and values of TCE and TCEF.
- Serve as a recognized leader and spokesperson for environmental justice in Texas and nationally, advocating for policy change, fostering strategic partnerships, and elevating the voices of impacted communities.

Collaboration with the Board

- Partner with the Board of Directors to drive organizational strategy, financial oversight, and long-term vision.
- Ensure the board remains informed and engaged through regular updates on financial health, programmatic impact, and strategic priorities.
- Foster a strong, collaborative partnership between the board and staff, ensuring alignment in advancing TCE and TCEF's missions.

Qualifications

A successful candidate for the Executive Director role will bring the following demonstrated skills, experience, and attributes:

- Executive Leadership: Proven experience as an Executive Director or senior leader in a mission-driven organization.
- Movement & Organizing Expertise: 10+ years in the nonprofit sector, including 5+ years in environmental or social justice organizing.
- Strategic & Financial Acumen: Strong budgeting, resource management, and strategic planning skills to align priorities with mission-driven goals.
- Fundraising & Stakeholder Engagement: Track record of securing grants, major gifts, and diversified funding while cultivating donor and funder relationships.
- Grassroots & Advocacy Leadership: Experience overseeing organizing programs, addressing systemic inequities, and challenging power structures with integrity.
- Texas & Regulatory Knowledge: Familiarity with Texas environmental challenges, regulatory agencies, and federal systems.
- Operational & Organizational Management: Ability to balance long-term strategy with daily operations while managing staff, board, and administrative systems.
- Coalition Building & Communications: Skilled in stakeholder collaboration, political navigation, and leveraging media to engage diverse audiences.
- Demonstrated record of political savviness with experience working across party lines to achieve policy goals.

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Location and Compensation

The preferred location for this position is Austin, Texas, while exceptional candidates based elsewhere in Texas will be considered. The Executive Director is expected to travel throughout Texas as well as nationally and internationally on occasion. The salary range for this position starts at \$140,000, with a maximum of \$160,000, based on experience and qualifications. The position also comes with a comprehensive benefits package that includes contributions to medical, dental, and vision coverage, 401k, generous PTO and paid holidays.

Equal Employment Opportunity

It is the policy of TCE to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status, or any other characteristic protected by federal, state or local law. In addition, TCE will provide reasonable accommodations for qualified individuals with disabilities.

To Apply

To apply, please submit your resume and a detailed cover letter that speaks to your qualifications and commitment to Texas Campaign for the Environment's mission via the application on [GoodCitizen's website](#).

Applicants applying by **June 23rd** will be given priority consideration, with the position open until filled.

GoodCitizen has been exclusively retained by Texas Campaign for the Environment to lead this search. For questions, please contact:

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