



## **WE'RE HIRING!**

### **EXECUTIVE DIRECTOR, UTAHNS FOR RESPONSIVE GOVERNMENT, DBA BETTER BOUNDARIES**

- Position Title: Executive Director, Better Boundaries
- Reports to: Board of Directors
- Hours per week: 40
- Location: Our team works remotely. The position requires frequent, in-person meetings in the Salt Lake area, and occasionally in-person meetings and work statewide and nationally.
- Classification: Full-time employee
- Salary: \$100,000-\$115,000 + benefits, based on experience.

**DEADLINE TO APPLY:** Priority Deadline: November 25; however will be a rolling process.

**START DATE:** January 2, 2025

## **TO APPLY**

Submit a cover letter or video (no longer than 1 page or 1 minute), resume, and contact information for three references to [katie@betterboundaries.org](mailto:katie@betterboundaries.org). References will not be contacted unless the candidate is a finalist and finalists can notify their references before we make contact.

In your cover letter or video, please address how your experiences match the key responsibilities and required skills outlined above. Your response must address the following question:

- How will your skills and experience benefit our efforts to be sure Utah politicians are accountable to the people they represent?

## **ABOUT BETTER BOUNDARIES**

Never has our mission been more urgent and our success more imminent. In July of 2024, the Utah Supreme Court unanimously affirmed Utah residents' constitutional right to reform their government through ballot initiative. Utah voters are now free to reform their government to be more responsive and accountable. The Court also remanded Utah's gerrymandering case to the district court, setting up the opportunity to achieve our goal of fair maps this decade.

In April 2024, the Utah Foundation reported that one of Utahns' most pressing issues was politicians not listening to voters, second only to housing affordability<sup>1</sup>. In the fourth and fifth position: government overreach and partisan politics. Since 2017, Better Boundaries' mission has addressed Utah residents' urgent demand for accountable politicians and a responsive government. As nonprofit, non-partisan advocacy group, we achieve our mission through four key strategies:

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<sup>1</sup> <https://www.utahfoundation.org/wp-content/uploads/rr819.pdf>

1. Judicial: we financially support Utah's gerrymandering lawsuit.
2. Political: we support good government candidates and elected officials.
3. Legislative: In 2018 we passed Prop 4, and we've defended it since. We advocate for government reform, defend Utah's right to ballot initiative and vote-by-mail, and coordinate and lead future reform efforts.
4. At the Ballot: Utahns have a right to reform their government via ballot initiative, and Better Boundaries leads the state's coalition in their effort to reform their government.

## **WHO SHOULD APPLY**

Better Boundaries' next leader loves Utah and is passionate about political representation. They are an experienced communicator, build lasting relationships, and are expert strategists. With demonstrated experience in nonprofit management, political organizing, and/or in government reform they are adept and convening people to achieve long-term, seismic, enduring reforms.

## **KEY RESPONSIBILITIES**

### Leadership & Management

- Lead the organization's board, staff, contractors, taskforces, and volunteers;
- Manage the Board of Directors including engagement, meetings, and transition.
- Create and implement, with input from all partners and approval of the Board of Directors, the organization's strategic plan.
- Prepare and maintain the organization's annual budget (in coordination with, and at the direction of, the Board of Directors); track revenue and expenditures, and submit periodic financial reports to appropriate parties.
- Ensure compliance with the organization's daily activities and long-term plans, consistent with established policies and legal guidelines.

### Partnerships & Thought Leadership

- Act as the public speaker and public relations representative of the organization.
- Prioritize inclusive leadership and partnerships, representing the scope of Utah's demographic and political diversity.
- Serve as speaker, educator, and thought leader in the government reform space in Utah and beyond.
- Forge and maintain relations of trust with stakeholders, community partners, and elected officials.
- Nurture and maintain strong coalitions and serve as a convener.

### Fundraising & Other

- Create and execute an annual fundraising plan.
- Build, steward, and expand major gift and national funding relationships.
- Direct and oversee grassroots fundraising efforts.
- Administration: execute bookkeeping and other administrative tasks.

Better Boundaries Utah  
159 West Broadway #200  
Salt Lake City, UT 84101-1923

## **SKILLS AND EXPERIENCE**

*The right candidate will have likely have some, but not all, of the relevant skills and experiences.*

- Experience in nonprofit management and leadership.
- Demonstrated understanding of policy reform, advocacy, and/or campaigns and elections.
- Commitment to a more representative Utah.
- Fundraising experience or aptitude.
- Experience in creating and executing a strategic work plan from goals and priorities to evaluation and measurement.
- Proven ability to build and maintain relationships with diverse constituencies of all political and demographic backgrounds.
- Excellent communication skills - including written and verbal - and the ability to speak in all media formats proficiently and persuasively.
- Ability to manage day-to-day tasks, balanced with long-term systemic initiatives.
- Experience with elections, campaigns, and/or ballot initiatives.
- Experience with lobbying, advocacy, and/or government relations.

## **HIRING STATEMENT**

Better Boundaries does not discriminate based on race, ethnicity, religion, national origin, gender, sexual orientation, gender identity, gender expression, age, class, status as a veteran, status as an individual with a disability, incarceration, or conviction history, or any other protected characteristic as established under law.