

Executive Director

Full-time Position | Boston, MA

The Opportunity:

Celebrating its 10th anniversary in 2025, Wily is seeking a skilled leader to succeed its founder as the next Executive Director. Reporting to the Board of Directors, the Executive Director will hold overall strategic and operational responsibility for The Wily Network's programs, fundraising, staff, expansion, and delivery of its mission and will uphold its commitment to keeping Scholars at the heart of its work. This role offers an exciting opportunity for an individual with strong organizational leadership and relationship-building skills, demonstrated success raising funds from a variety of philanthropic sources, an empowering team leadership style, and experience integrating diversity, equity, inclusion, and belonging practices into organizational culture and structure.

Wily seeks a mission-motivated and multifaceted leader. As the lead champion and advocate for The Wily Network to external audiences, the next Executive Director will act as an inspiring, compelling storyteller who is able to build awareness of and excitement around its work with donors and higher education partners. The successful Executive Director candidate will leverage prior experience leading and managing teams through growth or change to guide Wily as it continues to grow its program without compromising the quality of its Scholar services and relationships. Building on Wily's existing culture and values, as well as the broad diversity of its team, the next Executive Director will share a commitment to anti-racist practices and deepen the way these values inform the organization's internal and external practices.

Key Responsibilities:**Organizational Strategy and Management**

- Lead the Wily team and Board in implementing and evolving the current strategic plan, guiding decisions that will position Wily to grow sustainably while upholding programmatic excellence and Scholar-centered decision-making
- Ensure ongoing excellence across programmatic and administrative functions, partnering with Board and key staff as appropriate to recommend resources needed
- Supervise the senior management team with a focus on ensuring clarity of vision and goals for maximum impact; as needed, lead the recruitment of senior team members and promote staff retention; foster senior team members' development as leaders and support them in aligning their respective teams around organizational vision and goals
- Ensure rigorous program evaluation, guiding the development and implementation of activities to measure and communicate Wily's impact effectively
- Work with the Board and key staff to develop budgets and financial management practices, human resources policies, strategies, and systems, and other operational resources necessary to support both the current scale and plans for growth

Development and External Relationship-Building

- Share The Wily Network's story and impact with donors, partners, volunteers, and the broader community, acting as an engaging and passionate advocate in order to grow visibility and networks of support and to represent the program as a model for regional and national replication
- Partner with development and communications staff to implement effective strategies for growing revenue and brand awareness in keeping with goals for program expansion, including event-based programming to support fundraising goals
- Act as a leading representative of The Wily Network in donor cultivation, solicitation, and stewardship, collaborating with development staff and Board members to build donor relationships in support of ambitious fundraising goals
- Partner with program staff and Board members as needed to sustain strong relationships with key contacts at higher education institutions where Wily Scholars are enrolled

Team Leadership and Culture-Building

- Uphold Wily's commitment to providing an inclusive, equitable, and supportive environment for a diverse team, including attention to how to best support connection and cohesion among members working in different settings
- Lead the staff in identifying opportunities to align internal and external practices with Wily's values, with a focus on infusing diversity, equity, inclusion, and belonging and antiracist approaches into the organization's work and culture
- Serve as a strong listener, engaging with team members throughout the organization as well as the external community, and promote a culture of feedback and continuous learning

Board Governance

- Promote active Board involvement, providing information necessary for the Board to make informed decisions and fulfill its responsibilities
- Ensure appropriate preparation and support for Board and Committee meetings
- Participate in the recruitment of a strong, diverse pipeline of prospective Board members

Candidate Profile

The Wily Network Board of Directors is open to considering many different professional backgrounds and recognizes that no one individual will possess every qualification outlined. As a successful candidate for the Executive Director role, you will bring many of the following professional qualifications and personal attributes to this role:

Mission Alignment:

- You demonstrate passion for Wily's mission and commitment to centering Scholars in its work, with a high level of emotional intelligence and cultural competency.
- You have prior experience working with populations similar to Wily Scholars. This may be demonstrated through experience in organizations serving students experiencing homelessness, with experience in the foster care system, and/or experiencing family estrangement. Lived experience would be valuable but not required.

- You bring professional experience leading youth development programs, working in higher education, or providing clinical social work, mental health, or other trauma informed programming.

Leadership and Strategic Thinking:

- You are an experienced leader, with proven success leading an organization through change, growth, or transition while maintaining quality and mission alignment.
- You are a skilled strategic thinker, able to move a team from ideation to implementation, with experience developing and implementing strategic plans and identifying how to measure the success and impact of a strategy and course-correct when needed.
- You demonstrate strong judgment and decision-making informed by data and community input, in long-term strategy as well as crisis situations.
- You are a strong communicator, able to connect with a range of constituents internally and externally utilizing a variety of techniques and communication vehicles.
- You bring experience developing and/or overseeing budgets and financial management.

Fundraising and Strategic Relationship-Building:

- You bring demonstrated success in fundraising, with the ability to establish meaningful trust-based relationships with donors and partners.
- You have led development strategy and execution, with heavy emphasis on donor cultivation, solicitation, and stewardship across individual, corporate, and foundation donors, and thrive as an active participant in the development function.
- You are a dynamic storyteller and a skilled networker, excited to cultivate new relationships that expand The Wily Network's reach.

Team Leadership and Commitment to DEIB:

- You bring demonstrated experience leading diverse teams and fostering a cohesive and supportive team culture in organizations of similar size (FTEs and budget) and complexity to Wily today and consistent with the strategic plan.
- Your leadership style is collaborative and balances transparency, accountability, empowerment, and performance.
- You prioritize developing and mentoring staff, providing professional growth and development opportunities, and model a growth mindset in your own leadership.
- You have experience leading across difference and integrating DEIB values into organizational culture, leadership practices, and decision-making, demonstrating strong emotional intelligence and cultural competency in leadership as well as a deep commitment to the principles of diversity, equity, inclusion, and belonging (DEIB).

Compensation and Benefits

The Wily Network offers a competitive total compensation package and anticipates the salary range for this position will be \$200,000. Benefits also include 20 days PTO at hire, which increases to 25 on year 3; 7 holidays plus one floating holiday, health and life insurance; 401k; and multiple optional insurances. This position is based out of The Wily Network's offices in Newton, MA.

Contact

Koya Partners | Diversified Search Group has been exclusively retained for this engagement, which is being led by Cassie Scarano. Interested candidates should submit a compelling cover letter and resume by [filling out our Talent Profile](#). All inquiries are strictly confidential.

Koya Partners | Diversified Search Group is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

The Wily Network is committed to recruiting candidates from historically marginalized backgrounds and identities as well as those whose leadership style fosters diversity, equity and inclusion. The successful candidate will possess the authenticity and cultural humility necessary to be an effective representative of Wily and the Wily Scholars.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the firm's [website](#).