



Executive Director - (Full-time)

MOVE Santa Barbara County (<https://movesbcounty.org>) is a dynamic, community-focused nonprofit dedicated to promoting walking, bicycling, and public transit across the county. We work to create healthy, sustainable, and equitable communities through events, educational outreach, advocacy, and our three community bike shops—Bici Centro in Santa Barbara and Santa Maria. We work to make active transportation a safe, accessible, and everyday choice for individuals and families.

Position Summary

The Executive Director (ED) reports to the Board of Directors and provides overall leadership, management, and vision for MOVE Santa Barbara County. The ED oversees a team of approximately 20 staff and ~100 volunteers across two offices and three community bike shops. The ED also leads the senior leadership team of five direct reports, who manage programs in education, advocacy, and community bike shop operations.

This is a unique opportunity to shape the future of active transportation in Santa Barbara County. The ED will work in partnership with an engaged Board and a deeply committed staff to develop and implement a strategic plan that fosters a transparent, inclusive, and values-driven culture.

The successful candidate will sustain and expand our track record of success in Santa Barbara County while growing community impact and deepening partnerships. MOVE's current annual budget is \$1.1 million, with strong potential for growth through revenue diversification and program expansion.

Candidate Profile

The next Executive Director will be:

- **Entrepreneurial and visionary** – skilled at guiding a county-wide organization through growth and evolution.
- **Inclusive and strategic** – experienced in operations, finance, staff leadership, and partnership and fund development.
- **Engaging and collaborative** – able to inspire community members, government leaders, donors, and staff to advance active transportation goals.
- **Values-driven and equity-minded** – committed to safe, equitable, and dignified transportation alternatives for all.

Key Responsibilities

Leadership and Management

- Provide strategic leadership that aligns with MOVE's mission and goals.
- Mentor and support staff, cultivating a positive, inclusive, and results-oriented culture.
- Oversee daily operations, program delivery, and evaluation.
- Lead, in collaboration with the Board and staff, the development and implementation of a 3- to-5-year strategic plan.
- Prepare and manage the annual budget and work plan.
- Foster professional development opportunities for staff.

Board Relations

- Partner with the Board to set strategic direction and monitor performance.
- Provide regular reports on finances, operations, and program impact.
- Support Board development, recruitment, and engagement.
- Foster a culture of philanthropy in which Board members help to build lasting relationships that support MOVE's long-term goals.

Fundraising

- Lead the design and execution of a diversified fundraising strategy (grants, individual donors, sponsorships, events).
- Cultivate and steward strong relationships with current and prospective funders.
- Ensure sound financial management, reporting, and compliance.

Community Relations and Advocacy

- Serve as MOVE's primary spokesperson with media, policymakers, and the community.
- Build and maintain partnerships with community leaders, agencies, and advocacy coalitions.
- Represent MOVE at local, regional, and statewide forums on active transportation.
- Build capacity of staff members to become community spokespeople.

Programs

- Oversee all program areas, including education, advocacy, and Bici Centro community bike shops.
- Monitor and evaluate program effectiveness, ensuring continuous improvement.
- Identify opportunities for innovation and growth.
- Empower program leads to manage their areas with autonomy, while providing constructive support.

Required Skills

- At least 5 to 7 years of progressively responsible nonprofit leadership, including staff supervision and budget oversight.
- Demonstrated success in fundraising and revenue diversification.
- Strong organizational, project management, and communication skills.
- Experience working with and supporting a Board of Directors.
- Commitment to diversity, equity, inclusion, and environmental sustainability.
- Proficiency with standard office software and willingness to learn organization-specific tools.

Preferred Skills

- Knowledge of and passion for active transportation, sustainability, or related fields.
- Proven ability to secure and successfully manage local and state government grants.
- Experience in advocacy, community organizing, or public policy.
- Familiarity with Santa Barbara County communities and stakeholders.
- Spanish language proficiency.

A variety of education experiences will be considered.

Compensation and Benefits

The salary range for this role is **\$110,000-125,000**, commensurate with experience.

MOVE Santa Barbara County offers:

- 15 vacation days + 10 sick days annually
- 11 paid holidays
- 401(k) Retirement plan with up to 4% employer match (50 cents per \$1 contributed, up to 8% of pay)
- Employer contributions to a Health Savings Account
- Flexible scheduling and a supportive, mission-driven work environment

There is an opportunity for near-term salary growth with successful development and execution of a fundraising plan in conjunction with the Board.

Location/Hours

This is a full-time position based out of one of our offices (Santa Barbara or Santa Maria, CA). The role requires weekly travel to the other office and regular travel within Santa Barbara County and occasional evening and weekend work for special events. Limited travel outside of the county may be required.

Application Process

Please submit a resume and cover letter (combined in one PDF) to:

Search Committee

MOVE Santa Barbara County

via E-Mail to rick@movesbcounty.org

We invite applications by October 24, 2025. Applications will be reviewed on a rolling basis, so we encourage you to apply early.

The position is open until filled. Inquiries are welcome and may be directed to our Interim Executive Director, Rick Wayman, at rick@movesbcounty.org.

MOVE Santa Barbara County is an equal opportunity employer. Religion, age, gender, national origin, sexual orientation, race, or color do not affect hiring, promotion, development opportunities, pay, or benefits. MOVE provides for fair treatment of employees based on merit. The company complies with all applicable federal, state, and local labor laws.