



Position Title	Chief Executive Officer	Reports to:	Board of Directors
Salary:	\$140,000-\$160,000 depending on qualifications and experience	Status:	Full-time, Exempt
Benefits:	Employer sponsored health, dental & vision insurance, SIMPLE IRA with a 2% employer match, competitive PTO, safe & sick time, short & long-term disability		
Location	As a Twin Cities-anchored organization with a diverse frontline and office workforce, the CEO is an in-person leadership role.		
How to Apply:	Please submit a cover letter and resume as one combined PDF document with your name and HOURCAR CEO in the document title , to admin@mightyconsulting.org . The priority application deadline is February 20th. Questions and general inquiries can be directed to Search Consultant, Alissa Light via email: alissa@fourstonesconsulting.com .		

About HOURCAR

HOURCAR is a local shared-mobility nonprofit organization that connects people to their communities with convenient, equitable, and sustainable multimodal transportation options. We envision a future where equitable shared mobility is the preferred, accessible, and sustainable way to move, empowering all people to thrive in connected communities. HOURCAR's values are: sustainability, integrity, freedom to move, equity, member-centered, innovation, respect, and data-driven.

HOURCAR was created 21 years ago to provide people access to affordable, reliable, clean transportation. The founders of HOURCAR recognized: 1) Many people need a car to make an important trip at some point, 2) To make those trips, people buy and pay for cars that otherwise sit unused 95% of the time, and 3) It would be better for everyone if people could share cars to make those critical trips.

For 20 years since, HOURCAR has worked to provide those shared cars. Today HOURCAR is the largest non-profit carshare operation in the United States, and operates the largest electric carshare fleet in the United States. HOURCAR works closely with local and regional governments. HOURCAR operates a fleet of roughly 260 shared vehicles, across the brands of

HOURCAR, Evie Carshare, and Evie LOOP. Approximately two-thirds are electric. A portion of the fleet is hub-based, and a portion is free-floating over a 35-square mile Home Area. HOURCAR works to create access especially in places and for people who need it most.

HOURCAR has an operating budget of \$5 million and a talented staff of about 30.

Position Summary

HOURCAR seeks a visionary, entrepreneurial, and mission-driven Chief Executive Officer to lead the organization into its next phase of sustainable growth and system maturation. The ideal candidate has a nonprofit heart with business rigor who brings a deep commitment to equity and inclusion, and the financial discipline required to run a complex, tech-forward carsharing service. The CEO will cultivate durable municipal and other partnerships and empower a highly skilled, diverse workforce.

Key Responsibilities

1. Strategic Leadership & Vision

- **Strategic Leadership:** Lead staff and partners with an entrepreneurial mindset and deep commitment to equity and inclusion, to create and execute a strategic roadmap for growth and impact.
- **Sustainable Growth:** Pursue deliberate, measured expansion that balances increasing access with operational sustainability, avoiding the pitfalls of over-extension.
- **Innovation:** Lead staff and partners to use technology and service innovation to solve revenue and cost challenges with a future focused posture.
- **Exceptional Communication:** Foster a culture of accountability and trustworthiness by delivering insightful, high-value information to both internal teams and external partners with clarity.

2. External Relations & Partnership Development

- **Municipal Partnership Building:** Navigate complex funding frameworks across City, County, State, and regional levels to form durable service partnerships.
- **Brand Amplification:** Serve as a conduit and bridge to the broader community, growing HOURCAR's visibility and engaging staff leaders to collaborate on making HOURCAR known and valued across multiple channels, partners and communities.
- **Fundraising & Community Presence:** Lead efforts in resource generation and maintain a strong presence within the broader nonprofit and leadership community, including oversight and robust management of grants & contracts.

3. Financial & Operational Management

- **Systems Maturation:** Oversee the transition from a "fast growth" phase to a mature

organization by instilling rigorous financial controls, reporting cadences, and project management standards.

- **Data-Driven Decision Making:** Leverage telemetry, dashboards, and analytics to convert insights into prioritized initiatives with clear ownership and timelines.
- **Financial Discipline:** Translate big picture financial & revenue goals into clear, stepped, actions using data and transparency to drive shared accountability.

4. People Leadership & Organizational Culture

- **Team Development:** Build, inspire, and stabilize a diverse hybrid and asynchronous workforce—including fleet, shop, office, and remote teams—through clear, bi-directional communication.
- **Trust-Based Culture:** Cultivate a strong culture of mutuality, growth, inclusion, equity and accountability, ensuring staff are empowered and supported in their roles.
- **Mentorship:** Harness the expertise of a passionate team, acting as a growth-oriented leader who delegates opportunities and develops staff leadership.

Experience, Skills & Qualifications

- **Executive Leadership:** 5+ years of senior or executive leadership experience, preferably in a nonprofit with significant government partnership, social enterprise, or shared mobility work.
- **Entrepreneurial Mindset:** Comfortable operating without a traditional "roadmap" and pioneering new paths for service innovation.
- **Mission-Business Duality:** Proven ability to lead with mission and heart while applying sharp business tools and analytics.
- **Complex Partnership Management:** Experience navigating the intersections of federal, regional, and municipal partners and funding streams, experience managing large grants & contracts in a nonprofit or social enterprise setting.
- **Systems Growth Experience:** Demonstrated success in scaling an organization's internal infrastructure and systems to match its external growth.
- **Tech Literacy:** Comfort with leveraging tech solutions and data telemetry to drive operational efficiency and attract funders.
- **Effective Communicator:** Ability to connect with a hybrid workforce and diverse stakeholders, demonstrating receptiveness to varied views and creative problem-solving.
- **Commitment to Mission, Vision & Values:** A deep, demonstrable commitment to HOURCAR's mission and to fostering a work culture rooted in inclusiveness, trust, respect, and mutual accountability.
- **Flexibility:** Ability to travel occasionally and work periodically on evenings and weekends to engage with stakeholders or attend community events.
- **Local Context Fluency:** An understanding of Twin Cities geography, climate, transportation context.

- **Board Stewardship:** Success working with a Board of Directors to cultivate relationships and align board engagement with the strategic plan.
- **Mobility Expertise:** Advanced knowledge of the shared mobility landscape and carsharing services.

Equal Opportunity Employer Statement

HOURCAR is an equal opportunity employer and is deeply committed to building a diverse, inclusive, and equitable workplace. We believe that our team should reflect the diverse communities we serve across the Twin Cities. We do not discriminate on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or any other non-merit factor. We strongly encourage applications from BIPOC individuals, women, LGBTQ+ candidates, people with disabilities, and veterans. At HOURCAR, we prioritize a "people leadership" approach that listens to and empowers staff across our distributed and diverse workforce, ensuring that every individual has the structure and support needed to contribute with integrity.