



Job Title: Executive Director

Reports to: Board of Directors

Status: Full-time, exempt

Salary Range: \$98,000 - \$110,000

Location: Hybrid (Minnesota)

Position Summary:

Students United is searching for our next Executive Director! The Executive Director is responsible for overseeing the operations, programs, and strategic plan of the organization, and management of staff on the execution of the Board of Directors' vision. The Executive Director serves as the resource and strategy partner to the full staff team to maintain Students United's operations, achieve student advocacy results, increase Students United's visibility, and maintain productive relationships with Minnesota State and other organizations. A Board of Directors made up of university students governs the vision of the organization. More information about Students United is available at [Students United](#)

Position Responsibilities:

1) Advocacy Efforts

- a) Uplift and center the voices of the students of the seven Minnesota State universities in student-led legislative efforts at a system, state, and federal level
- b) Develop strong relationships with key stakeholders, including student leaders, system leaders, alumni, donors, partners, university leadership, and public officials
- c) Manage the execution of the board's vision of advocacy programming, including training and developing student leaders; creating a program accessible to students, alumni, and partners; growing the visibility of advocacy programming; and more

2) Board Governance

- a) Develop strong relationships with the seven Board Directors and three officers to ensure transparency and communication of the financials, operations, programs, and performance of the organization
- b) Manage the support, development, and guidance of the officers of the board

- c) Lead Students United in a manner that supports and guides the organization's mission as defined by the Board of Directors
- d) Collaborate with the officers to train, support, develop and guide the board of directors

3) Organizational Development, Mission, and Strategy

- a) Responsible for the implementation of Students United's programs that carry out the organization's mission, vision, and values
- b) Responsible for guiding and executing strategic planning to ensure that Students United can successfully fulfill its mission, vision, and values in the future
- c) Conduct organizational change projects as necessary to ensure organizational efficiency and success and outsource consultants as needed
- d) In collaboration with the staff and board, manage the growth of the organizational operations and programming
- e) Ensure the successful goal creation and accompanying KPI development to meet organizational goals as they relate to the strategic plan

2) Financial Performance and Viability

- a) Responsible for fiscal management that operates within the approved budget, ensures maximum resource utilization, and maintains financial stability
- b) Responsible for the fiscal integrity of Students United, to include submission to the Board of Directors a proposed annual budget and monthly financial statements that accurately reflect the financial condition of the organization
- c) Oversee the organization's development plans and build and maintain relationships with funders in collaboration with the Director of Development

4) Organization Operations

- a) Hire, train, and manage all aspects of employee relations of full-time and part-time staff, and student employees. Delegate responsibilities appropriately.
- b) Oversee organization's operations and ensure compliance with local, state, and federal laws directly relating to 501(c)(3) status and employment laws

Minimum Qualifications [and/or Experience]:

Mission, Values & Equity Leadership

- Deep commitment to Students United's mission, vision, and values
- Strong commitment to centering student voice in transforming higher education
- Demonstrated dedication to equity, diversity, inclusion, and access

- Transparent, high integrity, servant leadership approach grounded in collaboration with diverse communities

Strategic & Organizational Leadership

- High level strategic thinking and planning skills, with the ability to articulate and advance a long-term organizational vision
- Ability to collaboratively develop advocacy strategies and campaigns related to higher education
- Experience working with and supporting a Board of Directors
- Strong problem solving, facilitation, and organizational skills
- Ability to self-start, work independently, and meet deadlines while remaining flexible

Higher Education & Advocacy Expertise

- Knowledge of higher education systems, student issues, and legislative processes, specific knowledge of Minnesota State a plus
- Experience mentoring, supporting, or developing students in higher education settings
- Comfort and effectiveness in public speaking

People Leadership & Human Resources

- Experience managing the full employee life cycle, including hiring, development, and offboarding
- Strategic human resources experience, including organizational culture and staff development

Financial & Operational Management

- Strong financial management experience, including 501(c)(3) budgeting, development, and organizational growth

Professional Experience & Requirements

- Bachelor's degree in a relevant field Minimum two years of full-time leadership experience in a nonprofit or foundation environment
- Ability to work and travel across Minnesota
- Willingness to work evenings/weekends, including at least one weekend per month

About Us:

Led by Minnesota State University students, Students United is the inclusive voice for all future, current, and former students. We actively work to represent and support Minnesota State University students and advocate at a system, local, state, and federal level for higher education policies that make a positive impact for our students and communities. We offer a flexible work environment, a generous benefits

package including health/dental, life, disability, retirement, and are invested in the professional development of our team.

Students United is committed to creating a diverse and inclusive environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, ethnicity, national origin, religion or creed, citizenship, disability, sex, gender, gender identity or expression, sexual orientation, marital and/or family status, age, public assistance status, or veteran status. A criminal background is not an automatic disqualifier for employment at Students United. We encourage people from historically excluded identities and communities to apply, even if you do not meet every qualification. We welcome inquiries into our work culture.

To apply, **please submit the application form at StudentsUnited.Org/hiring**

Both the form and resume are needed for a complete application. **The deadline to apply is Friday, May 29, 2026 at 11:59pm.**