Games for Change seeks the right person to lead our fast-paced team:
Executive Director

This is a full-time opening in a high-profile, cutting-edge nonprofit dedicated to supporting the new field of videogames to address real-world issues. The position has enormous growth potential and creative latitude. We are seeking a dynamic leader with experience in moving a startup organization to the next level of development and growth. Work begins as soon as possible based in New York City; salary is commensurate with experience and education; benefits include health, transit subsidy, vacation, etc.

Overview of the Position: Founded in 2004, Games for Change (G4C) is the central organization building the field of social change through digital games media. Like documentary film in the 70's, games media have the potential to significantly change how we engage the public on today's real-world issues. After two years of rapid growth, we are seeking a social change innovator and experienced program manager to serve as our Executive Director. This position is being created as part of a second phase for G4C that will solidify growth while diversifying our funding base and developing programming that leads and empowers our young field. The Executive Director will report directly to the Board of Directors and will lead a team of five people as the organization expands from a small but promising upstart to a solid yet flexible institution at the forefront of a new form of media in the public interest.

Games for Change: We act as the new field's international nexus for visibility, community and best practices. Our three core competencies are in offline events/festivals, online networks of practice, and the research/dissemination of best practices for game media. We've been covered this year in the *New York Times*, NPR, and CNN, among others and have a community of more than 500 organizational and individual participants. We've been recruited to help the MacArthur Foundation with their broader $50M digital media and learning field building.

We help nonprofits make intelligent decisions about when (and when not) to use game technology; we are starting a prototyping, teaching, and research lab; we are facilitating scale by securing distribution channels and developing new public spaces for games media – just like NPR has done for radio and PBS for television. We've been featured this year at the Margaret Mead Film Festival and the IFP Market; in January we'll appear at Sundance and we expect more than 300 people at our annual Festival in June of 2007.

Sector-Wide Context: Many of today's social issues--from poverty to racism to rainforest destruction--are increasingly pressing. The role of social change organizations is crucial, but most nonprofits are heavily burdened and need support when considering new media solutions. Sector-wide delays today will result in a future where nonprofits have minimal access to the games funding and distribution channels they need to make a difference. The sector needs leadership and support for both immediate and longer term needs.

Organizational Growth & Positioning: After two years, we have established significant credibility with nonprofits, academics, artists and game developers. Our partners and investors include the Surdna and Robert Wood Johnson Foundations, thinkMTV, Parsons the New School of Design, the Serious Games Initiative, The Institute of Play, and the Woodrow Wilson International Center for Scholars. As always, our growing practitioner base is hungry for more guidance, tools, and community connections and the numbers of newcomers and the press mount as they come seeking orientation. Our third-annual Festival this past June drew more than 250 participants to New York from around the world, and included a briefing for the philanthropic community, for whom G4C is quickly becoming a coordinating hub. 2007 represents a new phase. We'll be starting new work to establish an academic institutional base at The New School University.

Our blog (www.gamesforchange.org) provides a sense of our earliest programming, and our new web site is set to launch in early 2007.

Responsibilities: (each section is ordered with the highest priorities at top)

Core Programming:
- Serve as primary **public spokesperson** for G4C at national events and conferences
- Work closely with the MacArthur Foundation in co-producing a series of **online and offline events** as part of their new Digital Media and Learning Initiative.
- Secure foundation and corporate **funding agreements** in cooperation with the President
- Collaborate with the **Design and Technology program at Parsons** to envision and create a first-of-its-kind lab/center for prototyping, evaluation and teaching in the new design arena of social change games.
- *[optional] Develop and teach curriculum around the emerging field of games and social change in either online or in-person courses*

Core Operational:
- Create a meaningful and lasting **programming strategy** around games and social change in both a non-profit and academic context.
- Establish annual operational **benchmarks**, budgets, timelines, work plans, and resources needed to achieve consistent and high-quality results.
- See that the organization operates within **budget** guidelines.
- Maintain **official records** and documents, and ensure compliance with federal, state and local regulations.
- Be responsible for the recruitment, employment, and release of all **personnel**, both paid staff and volunteers. Ensure that job descriptions are developed, that regular performance evaluations are held, and that sound human resource practices are in place.
- Maintain a **working environment** which attracts, keeps, and motivates a diverse staff of top quality people.
- Encourage **professional development** and education, and assist program staff in relating their specialized work to the total program of the organization.

Additional Shared Programming with the President:
- See that the **board** is kept fully informed on the condition of the organization and all important factors influencing it. Work with the President to build and engage a board of directors and core advisory group of high-profile industry and academic leaders to support fundraising, visibility, and programmatic goals.
- Initiate, cultivate and sustain **relationships** with a broad base of non-profit and government organizations interested in using game technology for social-issue related missions, as well as establish sound working relationships and cooperative arrangements with community groups and organizations.
- Work with the president on **press strategies** and institutional communications' objectives, as well as publicize the activities of the organization, its programs and goals to the media and general public.

Attributes: To be a good match, the candidate should be:
- An Effective Leader: bringing the confidence and exceptional communication skills able to carry out our current mission, as well as bring vision to the future direction of the organization.
- A Programmatic Strategist – able to envision new programs for the organization and get them funded through clear and comprehensive strategies.
- A Deal-closer – will need to get from conversation to contract with our major partners understanding how their institutional needs can be integrated with our own aims
Always looking for concrete indicators to measure success

- ➢ Team-oriented: deliberately plan strategies to leverage others' strengths and avoid their weaknesses, enjoys working with others of various skill sets.
- ➢ Entrepreneurial: enjoys building a new organization; rewarded by creating new systems – original thinker required.
- ➢ An Experienced Manager: Able to maintain and implement systems to manage a growing team of employees in a dynamic workplace

Additional Qualifications:
The candidate should have a college degree, and five or more years of experience in non-profit organizational management and/or executive leadership. They must have a deep understanding of the new media landscape, and be familiar with and committed to social change in our society. Academic background a plus: opportunity for teaching and curriculum development in association with our academic partnership.

How to Apply:
Make sure to indicate the title of the position you're applying for ("Executive Director") in the SUBJECT line of an email to ed-search@gamesforchange.org. Interviews begin immediately. Your cover letter should be BOTH included in the body of the email and attached along with your resume (in rich text, MS-Word or PDF format). In your letter, please let us know where you heard of the position, why you are suited to this role, and how the position relates to your career objectives and personal interests. Only those candidates selected for interviews will be contacted. Position will remain open until filled.