



Innovating for the Public Good: R&D for Democracy **Executive Director Job Description | 2025**

Organization: Innovating for the Public Good: R&D for Democracy

Title: Executive Director

Location: Remote and Washington, D.C.

Reports to: Small Board of Directors

About Innovating for the Public Good: R&D for Democracy

[Innovating for the Public Good: R&D for Democracy](#) (IFPG) is a nonprofit organization (LLC and separate disaggregated LLC owned by a 501c(4)) dedicated to fostering America's democracy through innovation. We work at the intersection of technology, academia, behavioral and social sciences, policy, community engagement, culture, electoral politics and the law to create and implement solutions that enhance democratic processes, increase civic participation and ensure government accountability.

IFPG is served by a small Board of Directors as well as an Advisory Group. This group, along with key stakeholders, created a strategic plan for the organization. We encourage all candidates to review the executive summary of the plan [here](#).

Our mission: We identify, nurture, test and bring to scale groundbreaking innovations to defeat autocracy and deliver a thriving and more just democracy.

Position Summary

The Executive Director (ED) will be the driving force behind IFPG, providing visionary leadership, strategic direction and operational oversight. The ED will work closely with the Board of Directors, staff and stakeholders to achieve the organization's mission and goals. This role requires a dynamic leader with a deep commitment to democracy, innovation, social impact and rigorous measurement.

This person will be the organization's first paid full-time employee and will be the leader who brings the organization to its next level.

Key Responsibilities

Leadership and Strategy

- **Vision and Strategy:** Develop and implement a strategic vision that aligns with the organization's mission and goals.

- **Board Collaboration:** Work closely with the Board of Directors to develop policies, set priorities and ensure governance standards.
- **Innovative Leadership:** Drive innovation initiatives and stay abreast of advances in the fields of human behavior, emerging technologies and trends that can enhance democratic processes.
- **Entrepreneurial and Opportunistic:** Proactively identify and suggest experiments and programs that address unique opportunities, drive innovation and risk taking, and take initiative to market and secure adoption of successful strategies, programs and technologies.
- **Inspirational and Dynamic:** Attract top talent from various professions to work on a process that identifies fundamental issues that need to be addressed.

Operations and Management

- **Team Leadership:** Recruit, mentor and manage a high-performing team, fostering a culture of collaboration and excellence.
- **Program Development:** Oversee the selection, design, implementation and evaluation of key innovation projects and grants, ensuring they meet the highest standards of impact and effectiveness.
- **Research and Evaluation:** Oversee the research design, including everything from quantitative and qualitative research to experimental designs. Able to imagine and oversee the development of new tools and insights to assess efficacy.
- **Financial Oversight:** Develop and manage the organization's budget, ensuring financial health and sustainability. Identify and secure funding opportunities, including grants, donations and partnerships.
- **Legal and Reporting Requirements:** Keep the strictest standards for following all relevant non-profit rules and regulations as well as reporting requirements.

Communication

- **Public Communications:** Serve as the primary spokesperson for the organization, promoting its mission and work to various stakeholders, including media, donors and partners.
- **Stakeholder Engagement:** Build and maintain strong relationships with organizational heads in progressive ecosystem, public officials, community leaders, academic institutions, technologists, behavioral scientists, and other relevant stakeholders and subject matter experts.

Fundraising and Development

- **Fundraising Strategy:** Hire and help a development director execute comprehensive fundraising strategies to secure diversified funding sources.
- **Donor Relations:** Cultivate and steward relationships with donors, ensuring regular communication and recognition of their funding, with support from the development director.
- **Grant Management:** Work to identify grant opportunities, oversee grant proposals and manage grant reporting requirements.
- **Legal Adherence:** Understand the laws and rules governing fundraising for nonprofits as well as any restrictions depending on funding sources.

Qualifications

- **Education:** Graduate degree preferred.
- **Experience:** Minimum of 10 years of experience in a senior capacity and a history of innovative leadership and advances in field of expertise. Has held a role within a nonprofit, academia, business

marketing, tech development and use, or related sectors, with a proven track record of success in strategic planning, program development and implementation, and fundraising.

- **Skills:** Strong leadership and management skills, including team building, mentoring and performance management. Excellent communication, public speaking and interpersonal skills. Demonstrated ability to think strategically and drive innovation.
- **Knowledge:** Deep understanding of democratic principles, civic engagement, and the role of technology, politics, culture and institution-building in enhancing democracy. Familiar with quantitative research and experimentally designed programs. Experience working with diverse stakeholders, including policymakers, community organizations and tech innovators.

Personal Attributes

- **Passionate:** Deep commitment to the mission of IFPG and a passion for advancing democratic principles.
- **Innovative:** Creative thinker with a track record of developing and implementing innovative solutions.
- **Collaborative:** Team player with a collaborative approach to leadership and stakeholder engagement.
- **Ethical:** High ethical standards and integrity in personal and professional dealings.

Salary and Benefits

- Competitive — beginning at \$250,000 per annum.
- Generous Benefits package.

Interested applicants should email a cover letter and CV/resume to innovating@innovatingforpublicgood.org

Innovating operates under the following core values, which guide our work and hiring practices:

- **Innovation:** We seek out and encourage creativity and novel solutions to complex problems. We learn from successes but are transparent and have no fear of failure while learning.
- **Agility:** The fight for democracy happens over the long term and requires the ability to anticipate change and adapt to uncertainty. We value nimbleness and take advantage of opportunities.
- **Social Justice:** We work to maximize systemic change, build fairness and equality, and challenge injustice through a participatory democracy.
- **Diversity:** We solve our country's problems by fostering diverse researchers and practitioners with expertise in a wide range of subject matters. We embrace a breadth of voices and experiences to produce superior ideas and better outcomes.