



BUILDERS

POSITION PROFILE

EXECUTIVE DIRECTOR

TEXAS



MANEVA

ABOUT BUILDERS NETWORK

Builders Network is a civic movement founded to combat the toxic polarization threatening our democracy—and to help Americans rediscover what it means to work together across differences. Launched by KIND Snacks founder and social entrepreneur **Daniel Lubetzky**, Builders is rooted in the belief that courageous citizenship, constructive disagreement, and shared responsibility are essential to a thriving, pluralistic society.

At a time when partisanship too often replaces problem-solving, Builders is creating tools, programs, and civic spaces where people can engage with curiosity, listen with compassion, and act with courage. The work is bold, ambitious, and continually evolving.

Builders is actively piloting a range of initiatives across civic education, media, coalition-building, and policy innovation. In Tennessee and Wisconsin, early citizen assemblies have provided a model for civil dialogue and issue-based consensus building. Now, the organization is turning its full attention to Texas, where the focus is on testing and expanding upon its core programs:

- Citizen Solutions – convening diverse communities to co-create local policy proposals
- Primary Mobilization – boosting voter turnout in pivotal primary elections
- Builders Rankings – tracking civic accountability through public-facing metrics

This is a crucial moment of experimentation, refinement, and field-building, with Texas serving as the foundation for scaling the Builders model to the rest of the nation.



ABOUT BUILDERS NETWORK

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The movement is also powered by a network of more than 300 influential civic, business, and cultural leaders, including Adam Grant, Katie Couric, José Andrés, Liev Schreiber, and Jonathan Haidt. With the reach of these partners—and a growing media presence—Builders brings both credibility and national resonance to the work of civic renewal.

Builders is also part of a broader ecosystem of social change efforts that includes the **Lubetzky Family Foundation** (providing grants, scholarships, and other resources to support social impact work) and the **Peaceworks Foundation** (focused on cross-border peace and economic cooperation in the Middle East).

With a growing team, philanthropic strength, and an urgent national mission, Builders is entering a pivotal phase. The organization is actively building the blueprint and imagination for how to move the country beyond polarization, and seeks a leader to spearhead these efforts in the next phase.

The Builders mindset is rooted in the 4Cs: curiosity, compassion, courage, and creativity. By adopting these values as daily habits, we promote flexible thinking, constructive problem solving, and respecting the dignity of all people.

To learn more, visit buildersmovement.org



POSITION SUMMARY:

EXECUTIVE DIRECTOR

Builders is seeking a bold, grounded, and entrepreneurial Executive Director (ED) to lead the organization through its next chapter of growth, transforming early momentum into national impact. With an immediate focus on Texas and a vision to scale across other states, the Executive Director will play a critical role in leading the organizational strategy, building internal infrastructure, and deepening the organization's impact on the ground. This moment requires clear structures, defined goals, and measurable outcomes. The next phase demands a leader who can build systems for accountability, including a strategic plan, performance metrics, and regular impact reporting to guide growth and credibility.

Reporting to the Board of Directors, the Executive Director will work in close collaboration with Daniel Lubetzky, a generous, high-energy visionary who brings a steady stream of bold ideas. The successful candidate will know how to listen, filter, and synthesize—bringing clarity and focus to a fast-evolving landscape. They will translate ideas into strategy, prioritize what matters most, and help the team stay focused and steady by setting a clear direction and pace. This role requires a leader who can operate with discipline and decisiveness, while embracing the creativity and ambition that drives Builders' mission.

With a growing team of 15, and national visibility, this is a hands-on leadership role for someone with deep nonprofit experience. The initial focus will be establishing credibility and traction in Texas, while building the foundation for thoughtful replication in other states. The ideal candidate will bring strong instincts for strategy and execution, a deep commitment to civic engagement, and the confidence to lead from both the front lines and from behind the scenes.



POSITION SUMMARY:

EXECUTIVE DIRECTOR

(CONTINUED)

Key Responsibilities

- In alignment with relevant stakeholders, develop and implement a clear, written strategic plan that aligns day-to-day execution with long-term organizational goals.
- Oversee and grow Texas-based programs while shaping a roadmap for future expansion in other states.
- Lead and mentor a high-performing team, ensuring clear accountability systems, role clarity, and a culture of collaboration and impact.
- Serve as a key thought partner to the founder—providing feedback, structure, and disciplined execution to support visionary ideation.
- Navigate a matrixed philanthropic ecosystem and align Builders' work with broader efforts across Daniel Lubetzky's nonprofit and philanthropic initiatives.
- Represent the organization externally—with civic leaders, funders, policymakers, grassroots partners, and the media.
- Lead the Partnerships team to strongly engage, leverage, and grow relationships across the Builders Network to maximize the impact of these influential individuals.
- Manage an annual operating budget, ensuring strong financial oversight and operational effectiveness.
- Strengthen internal operations, systems, and performance measurement tools to support a startup-to-scale-up transition.
- Develop and implement a fundraising strategy to diversify revenue sources while maintaining a strong relationship with the primary funder and Board.

CANDIDATE PROFILE

STRATEGIC EXECUTOR WITH STARTUP MINDSET

Builders is at a pivotal moment of transition—from a media-first initiative to a multi-state civic movement. The next Executive Director must bring more than just vision; they must bring disciplined, focused execution. This role calls for someone who can distill big ideas into a clear and coherent strategy, set priorities, and ensure day-to-day operations stay aligned with long-term goals. They will be responsible for developing a codified strategic plan and operating model that transforms the existing vision to an executable plan, ultimately ensuring every initiative is anchored in metrics, milestones, and accountability. This is a builder's role—not a think-tank position—and the ideal candidate will thrive in the messy middle of scaling, managing complexity, and making strategic choices that create clarity and forward motion. More important is a leader who can communicate Builders' mission with credibility, lead with humility, and create the conditions for long-term impact.

TEAM BUILDER AND INTERNAL ARCHITECT

The next Executive Director must be a builder in every sense: of systems, of programs, and of people. Builders operates with the discipline and urgency of a high-performing private-sector organization, where ideas are quickly tested, progress is measured, and outcomes matter. While the mission is rooted in social impact, the approach demands clear goals, strong infrastructure, and a results-driven mindset. This leader will bring focus to the day-to-day, improving upon the existing operating systems to ensure the team executes with clarity, alignment, and high accountability. With a capable team already in place and a need to grow capacity in Texas, the ED will shape a culture that balances heart and hustle—where civic impact is measurable, strategic, and sustainable.



CANDIDATE PROFILE (CONTINUED)

CROSS-SECTOR OPERATOR WITH POLITICAL & CIVIC FLUENCY

This role sits at the intersection of media, policy, and programmatic work. The Executive Director must be skilled at navigating a multi-pronged portfolio—overseeing digital campaigns, Texas-based civic efforts, and a roadmap for national expansion. Political awareness and civic instincts are essential; experience in grassroots organizing, movement-building, or advocacy is strongly preferred. The ideal candidate will be deeply familiar with Texas political dynamics and able to operate credibly within a centrist civic space, someone who can advance bold ideas without being branded as partisan. This role also demands a deep understanding of nonprofit governance and compliance. As such, the ED should understand how to lead through complexity, unify diverse workstreams under a cohesive theory of change, and navigate the legal and strategic nuances of operating across 501c3 and c4 entities.

GROUNDLED LEADER WITH PRESENCE & EMOTIONAL MATURITY

The Executive Director will work in close partnership with founder Daniel Lubetzky, an inspiring, detail-driven visionary who moves quickly and expects excellence. To succeed, the next leader must bring emotional intelligence, maturity, and strong interpersonal instincts. They must be confident and self-possessed, able to push back respectfully, take feedback without defensiveness, and model steadiness in an evolving environment. The team is talented and deeply mission-aligned, and they need a calm, credible leader who sets the tone, builds trust, and creates structure without losing heart.

QUALIFICATIONS

- Senior-level experience in nonprofit, civic, or movement-building environments; experience in startup or scale-up organizations strongly preferred.
- Demonstrated success in developing and implementing strategic plans that drive impact and create organizational clarity.
- Experience managing budgets, building systems, and leading high-performing teams through growth and change.
- Ability to lead alongside a high-profile founder; experience managing up, navigating feedback, and balancing vision with execution.
- Familiarity with civic engagement, political organizing, or coalition-building, particularly in Texas or comparable landscapes.
- Strong communication and stakeholder management skills; able to engage with diverse audiences from grassroots partners to institutional funders.
- Experience with 501c3/c4 legal and operational frameworks is a plus.
- A deep belief in pluralism, democratic values, and constructive civic engagement.

LOCATION, COMPENSATION & BENEFITS

While Builders operates with a fully remote team, the Executive Director must be physically located in Texas, with a demonstrated track record of work, relationships, and civic credibility in the region. The role requires regular in-person presence in Austin, where many key civic partners and programmatic efforts are centered - as well as frequent in-state travel and occasional national travel to support Builders' broader initiatives and expansion.

The salary range for this position is \$275,000-\$325,000, commensurate with experience. Builders offers a competitive benefits package, including health, dental, and vision insurance, a 401(k) with employer match, generous paid time off, and wellness and professional development support. This is an opportunity to lead a high-impact, mission-driven team with the philanthropic backing and resources to move quickly and drive measurable change.

INTEREST IN THE ROLE?

To express your interest and explore this opportunity, please submit your resume and cover letter [here](#).

All inquiries and discussions will be handled with the utmost confidentiality. This position is available immediately, and applications will be reviewed on a rolling basis until the role is filled. We look forward to hearing from you!



ABOUT MANEVA GROUP

Maneva Group is a leading woman and minority owned executive search firm dedicated to connecting exceptional talent with organizations committed to making a meaningful impact. Through a consultative and client-focused approach, Maneva Group partners with mission-driven organizations to build transformative leadership teams.

Our name, Maneva, comes from the combination of two Sanskrit words: "***Mānav***" meaning mankind & "***Sevā***" meaning service. We are driven by the ideal of our name - **service to humanity**.