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| OpenMinds |
| Position: NextGen DirectorApril, 2025 |

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| The Company |
| Company  | OpenMinds |
| Ownership | Nonprofit |
| Year Founded | 2021 |
| Website | https://openminds203x.org/ |
| Company Overview | OpenMinds is tackling the Dual Challenge: affordable, reliable energy for all, with less emsissions – fast. We are driving implementation of 10 key solutions to bend the emissions curve by 203X. Our work is non-partisan and data-driven, and our network of 100+ experts span diverse industries, nonprofits, academia, and philanthropy.  |

| The Position |
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| Position Title | NextGen Director |
| Location | Remote with potential for hybrid model |
| Team size | TBD |
| Reports To | David Baldwin and Jeff Katz, Co-Founders |
| To apply | Email resume to openmindsbain@gmail.com |
| Position Summary | OpenMinds is seeking a motivated, experienced professional to lead the **NextGen Program**, our flagship initiative for graduate students passionate about solving real-world energy transition challenges. You’ll also support OpenMinds’ growth by working with the Chief of Staff and engaging across strategic projects.Your top priority is supporting the growth of these leaders and building a strong and engaged community. You will oversee the program’s full lifecycle from recruiting, managing events, and fostering continued engagement across the growing community. This position offers the opportunity to **grow into a senior leadership role** within OpenMinds, with the potential to engage directly with energy company executives, academic leaders at key institutions, NGO leaders, and **key decision-makers in the sector**.  |

| The Position |
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| Primary Responsibilities | The successful candidate will be a key member of the OpenMinds team, primarily responsible for NextGen Program management: **Leadership Development & Community Building*** Foster leadership growth through real-world, cross-disciplinary project experience and deep engagement with industry experts.
* Cultivate a **connected, values-aligned cohort** that stays engaged post their first-year immersive programming with both OpenMinds and the broader OpenMinds network.

**Program Leadership & Operations*** Lead the **design, execution, and ongoing improvement** of the NextGen Program to maximize meaning and engagement.
* Manage **recruitment** across 15+ universities, prioritizing a diverse and engaged group of graduate students.
* Define and guide cohorts through corporate **sponsored projects** that enable cross-functional project work on Dual Challenge topics.
* Serve as the main point of contact for NextGen Leaders, offering guidance and connection to industry mentors and sponsors.

**Strategic Growth & External Relations*** Steer NextGen business development by initiating new **partnerships, strengthening existing relationships** and securing long-term funding (once confirmed by strategy).
* Shape and leverage the **NextGen Steering Committee** and alumni leadership opportunities.
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| Secondary Responsibilities | The successful candidate will also have secondary responsibilities helping to further OpenMinds Impact, including the following: * Contribute to and help drive OpenMinds ongoing Impact Projects.
* Develop and execute strategies to expand partnerships and secure **long-term funding**.
* **Represent OpenMinds** at industry events, conferences, and meetings to enhance visibility.
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| The Person |
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| Experience | The ideal candidate is an energetic and strategic leader with a passion for developing leaders, growing communities, and making real impact. They are a self-starter with a big motor—someone who thrives in a fast-paced, mission-driven environment and takes initiative without needing close supervision. The successful candidate will possess the following qualifications:* Passionate about developing leaders and building a non-partisan, mission-driven community.
* Thrives when taking initiative, working independently, solving problems, and owning outcomes.
* Passionate about energy AND climate, understanding energy transition and climate solutions. Experience in the energy industry is appreciated, but not required.
* Organized, communicative, and able to manage many moving pieces.
* Experienced supporting students or early-career professionals in their growth.
* Comfortable communicating and building relationships with CEOs and industry leaders.
* Bonus: professional experience in program management, nonprofit management, business development, or a related field.
* Bonus: participated in a program like NextGen and personally understands the value of cohort-based learning and real-world project work.
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