



Earthworm Recycling Seeks Executive Director

About Earthworm Recycling

In the evolving world of waste, recycling, and sustainability, [Earthworm Recycling “Earthworm”](#) stands as a beacon of innovation and commitment. Born in 1970 from the visionary minds of three MIT computer science students, Earthworm embarked on a mission to prove that recycling could be more than just a concept – it could be a dynamic, self-sufficient enterprise that not only saves precious natural resources but also creates a workplace where hierarchy takes a back seat.

In 1970, an old beer truck rumbled through the streets of greater Boston, its destination unknown to most but destined to change the face of recycling. Earthworm started its journey by collecting key punch cards, computer paper, and other waste from commercial, government, and nonprofit offices. Over five decades later, Earthworm has not just withstood the test of time; it has become a pioneer in resource management, a guiding light in sustainable waste practices, and an educational hub for all things recycling.

Today, Earthworm has evolved into a dynamic force for change, championing [recycling in workplaces](#) with contagious fervor. Breaking down barriers to recycling, the organization provides an effortlessly implemented collection service. It is not just about collecting waste; it is about enabling small businesses and underserved communities to embrace recycling through friendly assistance, flexible programs, and affordability. Earthworm recycles paper, bottles and cans, electronic equipment, and even solar panels. But it does not stop there. Earthworm goes the extra mile, recycling old files, unwanted furniture, and personal equipment. It is not just about recycling; it is a commitment to creating a circular economy. Earthworm is not just about discarding; it is about finding new homes for reusable treasures. Working in tandem with local reuse organizations, Earthworm seeks out good homes for working computers, home and office electronics, office supplies, and furniture.

Situated in vibrant Somerville and extending its reach to diverse clients throughout greater Boston, Earthworm is powered by a dedicated and passionate team of five, led by its pivotal Executive Director. With an annual operating budget of approximately \$600,000, Earthworm is not just a workplace – it is a community. Governed by a 12-member Board of Directors, proud former "worms," Earthworm thrives on the enthusiasm of recycling enthusiasts who have been a part of its journey.

About the Transition

Since 1983, Earthworm has been very well-led by its current Executive Director who will retire once a new leader is onboard.

Opportunity Going Forward

The Executive Director will have the opportunity to lead a well-respected and long-standing organization at the forefront of recycling and reuse in Greater Boston. In collaboration with a dedicated and mission-driven staff, high priorities for the Executive Director include:

- As the organization’s first new leader in over 40 years, ensuring that existing and strong relationships with businesses, partners, and collaborators are transitioned, maintained, and grown.
- Capitalizing on the changing trends in recycling, reuse, and the circular economy, embarking on strategic planning to align Earthworm’s growth potential with an ambitious yet realistic revenue model and the organization capacity.

- Defining a long-term business model aligned with the strategy and refashioning Earthworm’s mission, vision, and marketing to support the refreshed strategy and business model.
- Considering and securing philanthropic support to supplement earned revenue.
- Networking regularly with clients, community leaders, collaborators, and partners to grow awareness of and participation in Earthworm’s programs.
- Empowering a team of skilled, experienced, committed, and mission-driven professionals to maximize their input; encourage creative, organization-wide problem solving; and support cooperative and collaborative decision making.
- Working jointly with the board of directors to diversify its composition beyond prior employees.

Candidate Profile Desired

Credentials:

- Three to five years of senior leadership, or equivalent experience, preferably at an organization of Earthworm’s scale and complexity.
- Knowledge and/or experience in waste management, recycling and/or sustainability would be advantageous.
- Passion for and commitment to recycling, reuse, and the circular economy.
- [True Advisor Certification](#) would be a plus.

Skills and Qualities:

Entrepreneurial Leader and Administrator

- Entrepreneurial-oriented and -spirited administrator with the ability to pressure test and challenge the status quo.
- Able to facilitate strategic planning with the confidence to offer informed opinions and proposals for alternative strategic directions.
- Able to manage the financial obligations and responsibilities associated with a nonprofit with significant earned income.
- Skilled at establishing, sustaining, and growing mutually supportive relationships with customers, community groups, and affiliated organizations.
- Skilled at managing and participating in day-to-day operations; seeking new clients; preparing and managing an annual budget; supervising and developing staff; and satisfying nonprofit filing requirements.

Motivated Connector, Compelling Communicator, and Revenue Generator

- Excellent written and verbal communication skills to speak passionately and persuasively about Earthworm’s mission and its environmental impact.
- Skilled at being the chief spokesperson for Earthworm to grow its public presence, increase the client base, and expand programming and revenue opportunities.
- Able to support the development of a marketing and communications program aligned with Earthworm’s current program and any new strategic direction.
- Committed to and capable of identifying and pursuing new revenue opportunities, both earned income and philanthropic funds.

Compassionate Leader of People and Culture

- Able to sustain Earthworm’s unique family-like culture built on trust, integrity, kindness, collaboration, and a commitment to individual growth.
- Experience at managing, engaging, and empowering mission-driven staff while having knowledge of human resource practices including performance management and staff development.

- Active listener who considers diverse opinions to inform and make cooperative decisions in a traditionally non-hierarchical work environment.
- Adept at demonstrating in words and actions an unwavering commitment to advancing environmental justice.
- Board developer who will work with the board to diversify its representation beyond former Earthworm employees.

Compensation, Benefits, and Work Environment:

This is a full-time, salaried, exempt position with a starting salary of \$85,000 to \$100,000, commensurate with experience and qualifications. Earthworm offers a competitive package of benefits and paid leave. A regular, on-site presence at the Somerville location is required with the ability to travel locally.

Application Process and Additional Information

Earthworm is an equal employment opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, weight, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law.

Candidate must include a resume and a cover letter that describes how qualifications and experience match the needs and mission of Earthworm. Applications will be accepted until the position is filled with those received by March 31, 2024 receiving priority. Upload required documents to:

<https://eostransitions.applicantpool.com/jobs/>.

This executive search is being conducted by Eos Transition Partners consultant, John Tarvin. All submissions will be acknowledged and are confidential, and any questions can be submitted to John at:

jtarkin@eostransitions.com.