



Executive Director

Job Description

Post Date: August 26, 2026

Location: Remote, based within Los Angeles County (required for site visits and in-person program supervision)

Reports To: Advisory Board for Give a Beat

Salary Range: \$100,000–\$120,000 + benefits

About The Organization

Give a Beat is a nonprofit organization whose mission is to use the power of music as a pathway to healing and opportunity for those impacted by the criminal justice system. Since our founding in 2014, we have harnessed the guiding principles of electronic music culture—peace, love, compassion, inclusivity, and understanding—to create opportunities for creativity, empowerment, and systemic change in some of our most vulnerable communities.

Our programs—including music production and DJ training in youth detention and adult correctional facilities, community workshops, and an alumni network—reflect our vision of a world where those most affected by incarceration are not only shown compassion and dignity, but empowered to forge creative talents and meaningful careers.

Position Description

Give a Beat is seeking a visionary, mission-driven Executive Director (ED) to lead the organization into its next chapter. The ED will work with the Board, staff, and community to strengthen programs, expand resources, and deepen our impact at the intersection of music, youth development, and systemic reform. The position is remote but within Los Angeles County, and the ED has the ability for site visits and staff supervision.

The ED serves as the chief executive, strategic leader, and heartbeat of Give a Beat. Reporting to the Advisory Board at Give a Beat and the Fiscal Sponsor, the ED is responsible for advancing the organization's mission, vision, and long-term sustainability. The ideal candidate has a human-centered leadership style that inspires staff, Board members, donors, and partners while building bridges with communities most impacted by the criminal justice system. The ED will bring demonstrated credibility and trust with justice-impacted communities—built through personal or family proximity to the criminal legal system and sustained relationships.

The successful candidate will be both a visionary and an operator—capable of articulating bold strategies for the future while ensuring effective, sustainable management of day-to-day



operations. They will be deeply committed to equity, community empowerment, and the transformative power of music.

Key Responsibilities

1. Vision & Strategy

- Partner with the Board to refine and implement the organizational vision, mission, and strategic plan.
- Identify opportunities for program innovation and expansion that align with community needs and the music/justice landscape.
- Anticipate challenges and risks; position Give a Beat for resilience and long-term impact.

2. Fundraising & External Relations

- Develop and lead comprehensive fundraising strategies, including major donors, institutional funders, government grants, and corporate partners.
- Cultivate relationships with funders, artists, and community leaders to expand Give a Beat's reach and resources.
- Serve as the public face and chief spokesperson of the organization; represent Give a Beat in local, national, and international forums.

3. Program Development & Advocacy

- Oversee the design, delivery, and evaluation of high-quality programs, ensuring alignment with mission and strategic goals.
- Advance Give a Beat's role in justice reform conversations through storytelling, advocacy, and partnerships.

4. Organizational & Financial Management

- Oversee financial health, including annual budget preparation, fiscal monitoring, and compliance with nonprofit best practices.
- Ensure sound infrastructure, systems, and policies that promote efficiency, accountability, and transparency.



- Provide oversight for facilities, operations, and technology to support effective program delivery.

5. Fiscal Sponsor, Advisory Board & Staff Leadership

- Partner with Give a Beat's fiscal sponsor, Community Initiatives (CI), and the Advisory Board to strengthen governance, fundraising, and strategic engagement.
- Recruit, develop, supervise, and retain a talented, diverse staff team and teaching artists; foster a culture of collaboration, respect, and innovation. Lead as a hands-on, coaching-oriented people manager who builds trust and shared ownership across the team.
- Model inclusive, values-driven leadership that reflects Give a Beat's mission and principles.

6. Marketing, Communications & Community Engagement

- Guide consistent branding, messaging, and outreach that amplifies Give a Beat's mission.
- Deepen community engagement strategies with diverse stakeholders, prioritizing equity, access, and inclusion.

Qualifications & Experience

Required

- Demonstrated nonprofit leadership experience as an executive (5+ years), preferably as an Executive Director, Development Director, Operations Director, or Program Director in arts, youth development, criminal justice reform, or community-based organizations.
- Proven track record in fundraising and resource development across multiple revenue streams.
- Strong financial and operational management skills, with the ability to oversee budgets and organizational systems.
- Experience leading diverse teams, staff, and/or volunteers, with a focus on equity and inclusion.
- Demonstrated ability to build trust and credibility with system-impacted communities, staff, and partners, including through personal or family proximity to the carceral system.



- Exceptional communication and relationship-building skills with the ability to inspire, influence, and engage varied stakeholders. Proven, hands-on people manager with a collaborative, coaching-oriented leadership style.
- Knowledge of best practices for collecting, maintaining, and evaluating impact data. Experience using data to inform program design and organizational strategy, not just to report outcomes.
- Experience working with marginalized populations, especially youth or adults impacted by incarceration.
- Currently based in Los Angeles County.

Preferred

- Bachelor's degree in nonprofit management, public administration, social work, criminal justice, arts administration, or a related field; master's degree a plus. Equivalent lived and professional experience will be weighted equally with formal education.
- Lived proximity to the justice system—personal, family, or community—is a strong plus.
- Familiarity with the music industry, cultural organizing, or arts-based education.
- Bilingual (English/Spanish) is desirable.
- Creative problem-solving skills and the ability to thrive in entrepreneurial, resource-limited environments.
- Experience in social services program development and management
- Familiarity with California Labor Laws, HR-compliance, and best practices.

Compensation & Benefits

Give a Beat offers a supportive, mission-driven workplace with a comprehensive benefits package, including:

- **Medical, dental, and vision:** CI pays 100% of the employee's premium.
- **Dependent coverage:** Eligible dependents may be added, with CI paying 50% of the dependent premium.
- **Vacation/Sick, holidays and Floating Holiday's:** Competitive paid time off and holiday pay.



- **Flexible work options:** Flexible and hybrid work arrangements.
- **Professional development:** Opportunities for ongoing learning and growth.
- **Retirement:** 401(k) and Roth plans with an employer match of up to 5%.

Applications submitted by September 15 will be given priority consideration. Applications will be reviewed on a rolling basis until the position is filled.

How To Apply

Submit a resume and cover letter to careers@giveabeat.org using the subject line: **Executive Director Candidate**.

At Give a Beat, we believe diverse experiences and perspectives make us stronger. We encourage candidates from underrepresented backgrounds, those with lived experience of incarceration, and individuals whose skills and experience may not align perfectly with every listed qualification to apply.

Equal Opportunity Employer: We are an equal opportunity employer and welcome all qualified applicants. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other protected status under applicable law.