



## **Executive Director**

### *Position Profile*

**Location:** Virtual global organization with a concentration of staff in the Portland, OR area

**Reports to:** Drupal Association's board of directors

### **Organization Overview**

The non-profit Drupal Association helps grow the Drupal software project and community with funding, infrastructure, events, and promotion. It has a budget of nearly \$4 million, a 15-person professional team, and nearly 2,800 members, including individuals, organization members, and supporting partners.

As of September 2018, the Drupal community comprised more than 1.3 million members, including 112,500 users actively contributing, resulting in more than 41,500 free modules that extend and customize Drupal functionality, more than 2,670 free themes that change the look and feel of Drupal, and at least 1,240 free distributions that allow users to quickly and easily set up a complex, use-specific Drupal in fewer steps.

Drupal is a free and open source software (OSS) content-management framework written in PHP and distributed under the GNU General Public License. Drupal provides a back-end framework for at least 4.5% of content management systems in the top 10,000 sites worldwide – ranging from personal blogs to corporate, political, and government sites. Systems also use Drupal for knowledge management and for business collaboration. Drupal is particularly well represented in the enterprise space, with such large installations as Weather.com, the European Commission, and NASA.gov.

Drupal was initially released in 2000 by author Dries Buytaert. The Drupal Association traces its roots to 2006. It hosts semiannual DrupalCon conferences; supports global community events called DrupalCamps throughout the year; and is the focal point of Drupal's international community. There are several active Drupal forums, mailing lists, and discussion groups. Drupal also maintains several IRC channels on the Freenode network. There are more than 30 national communities around drupal.org offering language-specific support. For more on the Drupal Association, visit [www.drupal.org](http://www.drupal.org)

### **Position Summary**

The Drupal Association seeks an Executive Director to take the association to its next level of success through community-building, awareness-raising, adoption, and increased sponsorship/fundraising. The ideal candidate will be a digital experience leader with a passion for OSS and alignment with the association's vision: *To establish the community-built Drupal software as the leading platform for the Web.*

The association is expanding and growing to meet the challenges of the fast-moving marketplace. The new Executive Director should thoroughly understand digital experience, bring new and innovative ideas to the association, increase the budget through business development and alliances, grow and mentor its staff, and help the board strategically to allow Drupal to be more competitive. The Executive Director will join the association as it scales into a global player with the goal of supporting the Drupal community in efforts to make Drupal the OSS platform of choice for ambitious digital experiences. Crucial roles for the Executive Director will include serving as a thought partner to Drupal's founder and working closely with the association's active board.

Key executive responsibilities for the Executive Director include:

- Boosting awareness of Drupal as a platform that has evolved over more than a decade of community-driven development. Advocating for Drupal in the larger technology ecosystem and becoming recognized by media and others as a thought leader in tech.
- Diversifying the revenue base by increasing Drupal adoption and building new revenue sources, alliances, and sponsorships in the business world through savvy business development techniques. Knowing “who to ask, when to ask, and how to ask.” Strategically building one-on-one relationships with key players in business, in the industry, and the community.
- Navigating in a rapidly changing environment with a long-term focus, keeping an eye on the association's strategic goals amid the changes that go on around it.
- Championing the association's strong and committed culture among volunteer community members and paid staff. Building upon Drupal Association's reputation as a beacon of diversity in the tech industry.
- Ensuring the association's success with a sharp eye on the budget's top and bottom lines. Focusing on fiscal sustainability while keeping an open mind toward new ideas that can carry an element of risk.
- Working closely with and earning the trust of the board of directors and staff to continue to refine the board's role as the “big-picture” leadership of Drupal and the staff's role as the day-to-day executors to attain the strategic vision for Drupal.
- Providing excellent leadership for the staff, exhibiting emotional intelligence and executive presence to develop the team.
- Serving as thought partner to founder and Drupal project lead Dries Buytaert to grow the Drupal community, with a focus on marketing and mobilizing community engagement.
- Exhibiting integrity and strength of character in alignment with Drupal's values and mission. ([www.drupal.org/values](http://www.drupal.org/values) and [www.drupal.org/association/mission](http://www.drupal.org/association/mission))

### Qualifications & Requirements

- Expertise in digital experience, with deep knowledge of and passion for OSS.
- At least 10 years of leadership experience in a for-profit business, an industry association, or other non-profit organization similar in size to or larger than the Drupal Association. Proven track record of leading and scaling an organization to its next stage of growth.
- Ability to ideate and communicate a creative, visionary plan to strengthen Drupal's brand, raise awareness of the association, and boost relevancy in the marketplace. Ability to convey the strategic vision to staff, board, volunteers, donors, and potential business partners/adopters.
- Experience serving as the “face of the association” with media and other external entities. Adept at speaking to audiences large and small at in-person and virtual events.

- Proven ability to develop and apply successful business development, fundraising, and networking techniques.
- Strong day-to-day leader who also has strategic vision and the ability to anticipate external issues. Able to motivate, empower, and hold team members accountable.
- Outstanding business acumen and strong financial background. Deep understanding of good budgeting and how to execute with a timeline.
- Experience tapping the energy and influence of motivated community volunteers and board members.
- Experience in a geographically dispersed virtual organization desired.

### Desired Personal Traits

- Passion for Drupal’s mission. Positive, idealistic, and self-directed. Sense of personal ownership, accountability, and urgency.
- Innovative mindset and entrepreneurial spirit, developing resourceful ways to improve operations and create opportunities.
- High emotional intelligence and expertise in finding common ground and building consensus with stakeholder groups that have different agendas or desired outcomes. Willingness to view criticism of association and operations as a challenge to meet rather than a personal affront.
- Ability to implement change without causing conflict.
- Strategic thinker. Able to understand the big picture while paying attention to detail.
- Ability to use strong leadership techniques and technology tools to successfully lead a remote team with members in various locales and time zones.
- Integrity and honesty above reproach, with a passion for serving in a collaborative environment. Self-assuredness without ego.
- Proven problem solver with strong analytical skills. Able to exercise sound judgment and make decisions based on accurate and timely analyses.
- Excellent negotiation and communication skills (written, verbal, and presentation).
- Ability to lead, motivate, grow, and diversify volunteer participation.
- Executive presence, polish, and self-confidence in the public sphere.

### Compensation

Competitive compensation, including benefits.

#### **Please Contact:**

Vanita Trippe

Lehman Associates

(512) 478-1131 / (512) 478-1985 Fax

[vanita@lehmanassociates.com](mailto:vanita@lehmanassociates.com)

*All inquiries will be treated confidentially.*

**Please DO NOT contact Drupal.org or its board members directly about this opportunity.**