SC Staffing & Consulting

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Executive Director

Hiring organization
SC Staffing & Consulting

Employment Type
Full-time

Job Location
Remote work possible

Date posted
December 16, 2025

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Description
Our client, Global Equity Organization (GEO), is seeking an Executive Director who is an accomplished and visionary leader with deep expertise in global equity compensation, strategic financial management, and nonprofit or membership-based organizations. Serving as GEO's chief executive, the Executive Director is responsible for driving the organization's mission, ensuring its financial sustainability, and representing GEO as the trusted global voice for employee share ownership.

The successful candidate will have lived experience in global equity plan design and delivery, strong financial acumen, and a proven track record as a strategic partner to Boards. They will demonstrate excellence in leading high-performing, multicultural, and remote teams while cultivating trusted relationships with members, sponsors, partners, and stakeholders worldwide.

KEY DELIVERABLES
• Partner with the Board to shape and deliver GEO's short-, medium-, and long-term strategy, ensuring ongoing growth, financial resilience, and organizational longevity.
• Provide clear and insightful financial analysis and reporting to the Board, enabling robust governance and decision-making.
• Act as a thought leader in the global equity compensation community, ensuring GEO remains relevant, authoritative, and innovative.
• Lead and inspire a diverse, globally distributed team to achieve excellence in service delivery and member engagement.
• Build, retain, and expand sponsor and partner relationships to secure sustainable revenue streams.
• Safeguard GEO's reputation as a trusted, inclusive, and influential global organization.

KEY RESPONSIBILITIES

Board partnership and governance
• Serve as the primary liaison between the Board and the GEO team, providing accurate, timely, and strategic information.
• Work closely with the Chair and Executive Committee to enable effective governance, compliance, and Board development.
• Translate complex financial and operational data into actionable insights for Board discussions and decision-making.

Financial leadership and risk management
• Steer GEO's financial sustainability through sound budgeting, forecasting, reporting, and compliance practices.
• Partner with the complex financial and operational data into actionable insights for Board discussions
• Audit and Finance Committee to recommend budgets and proactively identify risks and opportunities.
• Diversify and grow GEO's revenue streams, reducing reliance on any single source of funding.
• Maintain and oversee GEO's Risk Assurance Framework, including risk register, business continuity, and process documentation.

Global team leadership
• Lead, develop, and inspire a high-performing, multicultural, and remote team in line with GEO's mission and values.
• Ensure clear performance objectives, professional development opportunities, and succession plans for all team members.
• Foster a collaborative, inclusive, and innovative organizational culture.

Programs, services, and member engagement
• Oversee the design, delivery, and quality of GEO programs, products, services, and events, ensuring global relevance and impact.
• Champion innovation and continuous improvement in GEO's offerings to members and sponsors.
• Ensure technology platforms support member engagement and organizational efficiency.

Community, partnerships, and representation
• Act as the "face of GEO," representing the organization globally to members, sponsors, partners, media, and other stakeholders.
• Build strong and enduring sponsor, partner, and stakeholder relationships to advance GEO's mission and financial sustainability.
• Advocate for GEO and the global equity compensation community as a credible and influential thought leader.

SKILLS/EXPERIENCE

• Proven expertise in global equity compensation and employee share plans, with lived experience in applying this knowledge in complex, multinational contexts.
• Strong financial acumen, with demonstrable experience in budgeting, financial reporting, and providing strategic financial insight to Boards.
• Track record as a trusted Board partner, with significant experience in governance, reporting, and influencing senior stakeholders.
• Demonstrated success in revenue generation, sponsorship development, and business development within a nonprofit or association environment.
• Experience leading and developing high-performing, multicultural, and remote teams.
• Strategic thinker with the ability to translate vision into executable business and financial plans.
• Excellent relationship management skills, with the ability to engage confidently across cultures, industries, and geographies.
• Skilled communicator and public speaker, comfortable representing GEO externally at industry events and forums.
• Passionate advocate for GEO's mission, with enthusiasm, flexibility, and sound judgment in complex, high-stakes situations.
• Experience in the recruitment and management of volunteers is an advantage.

REPORTING RELATIONSHIP

The Executive Director reports to the Chair of the GEO Board of Directors.

Contacts

Learn More About This Role: Please send your resume to suecurran@scconsultingllp.com**.**

About SC Staffing & Consulting, Certified Woman-Owned

SC Staffing & Consulting is a strategic staffing and consulting company with over 60 years of combined experience. Since 2007, we have been providing full recruitment services to businesses, governments, and other institutions, including

long-term temporary solutions and temp-to-perm solutions.