



**4Ocean<sup>®</sup>**

**Executive Director | Position Announcement**  
*Boca Raton, FL*



# About 4Ocean Foundation

4ocean began as a mission-driven social enterprise, selling products to finance ocean cleanup efforts. It has since broadened its scope to include B2B partnerships, government contracts, and is now starting a nonprofit organization, the 4ocean Foundation, to enhance its impact and extend its operational reach.

The 4ocean Foundation is a non-profit organization dedicated to ending the ocean plastic crisis. We are committed to creating a sustainable and plastic-free future for our oceans and marine life. Our mission is to develop and implement innovative strategies to remove and prevent plastic waste from entering our oceans, while raising awareness about the importance of ocean conservation and sustainable lifestyles.





# Position Overview

We are seeking a dynamic leader to serve as the inaugural Executive Director of our foundation. The Executive Director will play a pivotal role in leading our organization's efforts to combat ocean plastic pollution, drive strategic initiatives, build strong partnerships, and manage day-to-day operations. The Executive Director will work closely with the 4ocean Co-Founder to expand the impact of the Charitable Organization. The ideal candidate will be passionate about environmental conservation, possess exceptional leadership and organizational skills, and have a proven track record of fundraising and nonprofit management.

## The Opportunity

Working at 4ocean is not just a job; it's a commitment to a cause larger than oneself. At the heart of our organization lies a deep sense of fulfillment and purpose derived from our mission to clean the oceans and coastlines, combatting the ever-growing threat of plastic pollution. 4ocean is one of the only companies in the world that hires full-time captains and crews to recover plastic waste and other man-made debris directly from the open ocean and environments where plastic is at high risk of entering the ocean. This includes select rivers as well as vulnerable coastal ecosystems like mangrove forests, coral reefs, estuaries, and beaches.

Every member of our team is driven by the opportunity to make a tangible, positive impact on the environment and the lives of those affected by our work. As a part of the 4ocean Foundation, you'll have the chance to lead and influence a significant organization, shaping its future direction and impact on a global scale. We operate with an ownership mentality, where every individual takes responsibility for the organization's success and growth as if it were their own venture. In the first 12 months, your goals will be to contribute to our cleanup operations, fundraising initiatives, and awareness campaigns, while also experiencing personal and professional growth through overcoming challenges and obstacles. Our ocean-first philosophy permeates every aspect of our work, and as a member of the 4ocean team, you'll find yourself surrounded by dedicated individuals who share your passion for ocean conservation. Together, we strive to protect and preserve our oceans for current and future generations.



# Requirements

- Collaborate with the 4ocean CoFounder and CEO to develop and execute a strategic vision for the foundation in alignment with its mission and goals.
- Lead the organization in setting and achieving strategic objectives related to ocean plastic cleanup and awareness.
- Oversee fundraising efforts, including grant writing and donor cultivation to ensure the financial sustainability of the foundation.
- Identify and pursue new funding opportunities to support the organization's programs and initiatives.
- Oversee the planning, implementation, and evaluation of ocean plastic cleanup programs and projects.
- Ensure that programs are executed efficiently, within budget, and in accordance with the foundation's mission.
- Engage with government agencies, NGOs, and other stakeholders to promote environmental protection initiatives.
- Provide inspirational leadership to staff, fostering a collaborative and motivated work environment.
- Recruit, train, and mentor team members to ensure the foundation's success.
- Develop and manage the foundation's annual budget, ensuring fiscal responsibility and transparency.
- Monitor financial performance and provide regular reports to the board of directors.
- Collaborate with the board of directors to ensure effective governance and provide regular updates on the foundation's progress.
- Work closely with board members to leverage their expertise and connections.

# Qualifications

- Bachelor's degree in a relevant field (Master's degree preferred).
- Proven leadership experience in the non-profit sector or a related field, ideally as an executive director or in a senior management role.
- Strong understanding of environmental conservation issues, especially ocean plastic pollution.
- Comfortable in a dynamic and fast paced environment.
- Must have an entrepreneurial mindset.
- Exceptional fundraising and grant-writing skills.
- Excellent communication and public speaking abilities.
- Strong strategic thinking and problem-solving skills.
- Experience in financial management and budgeting.
- Ability to build and maintain relationships with donors, partners, and stakeholders.
- Passion for the foundation's mission and a commitment to environmental sustainability.





## Foundation Board Members

Alex Schulze, Shawn Zarbatany, Mark Pathy

## Location

Hybrid/commutable to the Boca Raton, Florida Headquarters.

## Compensation

Target annual salary for this position ranges from \$150,000 to \$175,000, commensurate with experience.

## To Apply

4ocean has retained the services of Chris Spagnola and Jessica Martinez with ThinkingAhead Executive Search. To apply, please send a resume and a letter of interest to [cspagnola@thinkingahead.com](mailto:cspagnola@thinkingahead.com) and [jmartinez@thinkingahead.com](mailto:jmartinez@thinkingahead.com). Nominations may also be submitted to Chris and Jessica.

The 4ocean Charitable Foundation is an equal opportunity employer. We encourage candidates of all backgrounds to apply.

