

Core competencies

1. *Building trust, cultivating empowered teams, and strengthening leadership*
2. *Creating systems and infrastructure that support intentionality in decision-making*
3. *Managing complex, multi-faceted projects without losing detail*
4. *Connecting strategy and effort to impact and outcomes*

About Me:

Since my first get-out-the-vote effort in 2008, I've been an organizer, an advocate, a strategy director, and a chief of staff. I'm an experienced manager who brings the lens of both external advocacy work and internal, organizational-building roles to bear on justice- and equity-focused issues. I specialize in helping teams become more effective, impactful, and inclusive, bringing an approach that weaves authenticity with accountability.

Boards and Activities:

Chief of Staff Network,
Member; 2022-2025

Open Education Conference
Steering Committee; DEI
Committee, 2019-2022

DC Mutual Aid Network
Pod Captain; Policy Team,
2020-2021

Creative Commons Global
Network Council
Executive Cmte, 2019-2021

Cmte. for Education Funding
Hill Teams Captain, 2016-2017

Recent Roles:

Partnership for Large Election Jurisdictions (PLEJ)

Sr. Systems and Insights Lead, Jan 2026 - Present

Asst. Director, Operations and Development, Jan 2025 – Dec 2025

Director of Communications, July 2024 - Dec 2024

- Played a central role in scaling the organization from startup to national operation, converting the team to full time, setting up HR and administrative systems, and establishing org-wide norms and values.
- Constructed robust, human-centered data management systems, across a CRM, development, finance, and internal operations, allowing for strategic decision-making but also reducing burden on team members
- Led multi-departmental initiatives across the organization and with external partners, including trainings, webinars, and toolkits, qualitative/quantitative research, and large-scale events
- Supported senior election officials in some of the nation's largest jurisdictions during the high-stakes 2024 cycle, advising on media engagement, mis/disinformation, and crisis communications

Inst. for the Study of Knowledge Management in Education (ISKME)

Chief of Staff, Oct 2020 – Aug 2024

Director of Strategy and Coordination, July 2019 - Oct 2020

- Coordinated the Central Leadership Team around redeveloping the organization's mission, theory of change, and DEI goals, and to instill impact-oriented practices
- Managed the day-to-day activities of three VPs and two team leads, and coached the staff through a multi-year culture shift around trust, transparency, accountability, and feedback
- Represented the organization externally, at gov. agencies and coalitions, as well as in communications and outreach
- Created HR and management systems that fostered agency and empowerment throughout the team
- Designed strategy for campaigns, facilitated cross-team collaboration, and managed projects from undefined to done

Creative Commons USA

Outreach and Policy Manager, Feb 2017 – June 2019

- Directed activities of the Creative Commons USA project, including strategy development and relationship-building with coalition partners policymakers
- Recruited and launched a nationwide network of 100+ advocates for openness in education, research, and art
- Developed and disseminated content – training materials, presentations, articles, websites, policy briefs, and more
- Managed a team of legal and research fellows

Additional Roles:

U.S. Public Interest Research Group

Higher Ed Campaign Manager

January 2013 – February 2017

(excluding campaign/canvass times)

- Oversaw advocacy and organizing efforts around access to higher education, including outreach to federal, state, and agency policymakers
- Managed a team of organizers and interns
- Set messaging for, appeared in, and generated over 600 media hits, including from AP, New York Times, Washington Post, NBC, ABC, and CBS
- Conducted surveys, analyzed data, and published reports
- Drafted grant proposals to secure more than \$800,000
- Ran conference workshops and briefings for students, faculty, organizers, and others

NC PIRG

Organizing Director

2014

- Managed a team of three full-time organizers and recruited a core leadership team
- Developed shared metrics and goals among a spectrum of local stakeholders
- Generated almost 30,000 student voter contacts in one month before the election

Fund for the Public Interest

Canvass Director

2014, 2013, 2011

- Built and maintained campaign offices, recruited/oversaw teams of directors
- Employed an average of 30-40 full-time staff
- Combined, these offices raised nearly \$1 million for public interest causes

Nonprofit Executive Coach

2025-

- Conduct pro-bono leadership coaching engagements with CEOs and Executive Directors at values-aligned nonprofits around core infrastructure (budgeting, planning, HR, management, etc).

Creative Commons

Certificate Instructor

2018-2021

- Managed and taught professional development courses for cohorts of educators around intellectual property rights and classroom practice

Education:

Bachelor of Arts, Political Science

Bachelor of Arts, Sociology

University of Connecticut, 2012

Writing Samples and More Information:

Ethansenack.com/writing

