

Role:	Open Science Hardware Foundation (OSHF) Executive Director Full-time (35-40 hours/week on average)
Location:	Remote The OSHF is a U.S.-based 501c3 not-for-profit organization. While we are not limiting applications to those physically based in the U.S., the nature of this work means strong familiarity with non-profit operations in, and proximity to, the U.S. are important. Applicants located outside the U.S. who believe they are a strong fit are encouraged to explain their qualifications and relevant experience in their application.
Application Period:	The priority application date is August 15th 2025, but applications will be accepted until the position is filled.
Start Date:	Flexible, with preference for October 2025.
Reports to:	OSHF Board of Directors

Overview

The [Open Science Hardware Foundation \(OSHF\)](#) creates the enabling ecosystem for open source development of scientific instruments, equipment, materials, and infrastructure to improve science and benefit society.

We are seeking an ambitious, experienced, and enthusiastic leader to become the organization's first Executive Director. The Executive Director will be responsible for strengthening program development, cultivating partnerships, securing diverse funding sources and managing a young and growing 501c3.

Candidate Profile

The ideal candidate is a strategic, mission-driven leader with a strong track record in organizational development, fundraising and financial stewardship, building and leading values-driven teams with a collaborative approach to shaping and delivering high-impact programs. They are skilled at aligning people, programs, and operations around a clear and evolving mission and at shaping strategic direction in response to emerging needs.

They are also an effective communicator and public representative, able to build trust with diverse stakeholders, represent the organization in high-profile forums, and cultivate strong networks of support to sustain and grow OSHF's work. These networks would include strategic partners, funders and aligned communities in the scientific ecosystem (e.g. the Gathering for Open Science Hardware).

The Executive Director will be motivated by the opportunity to expand the reach and sustainability of the open science hardware ecosystem, and committed to advancing the role of open science hardware in open science more broadly. A passion for coalition-building, equitable access to scientific tools, and fostering innovation through collaboration will be central to their work.

Responsibilities and Duties

The Executive Director of the OSHF will provide:

Executive Leadership

- Prioritize and facilitate the shaping of the OSHF mission: the priority of the ED is ensuring that all aspects of the organization fulfill the mission of advancing open source hardware to improve science and benefit society.
- Work collaboratively with a six to seven-member international Board of Directors, including facilitating Board member contributions.
- Conduct strategic planning with the Board, team members and partners. Facilitate opportunities to shape the organizational mission and strategy in line with changes in the global scientific research environment, new data and stakeholder suggestions.
- Proactively build coalitions of stakeholders.
- Advocate for a more expansive use of OSCh among diverse stakeholders (e.g. UNESCO, various national funding/research agencies, etc.)
- Hire and manage operations and program staff with approval from the Board of Directors.
- Build out core operational functions with the Board, including policies and procedures.
- Build and strengthen OSHF's program development, team training and development, and operational efficiency.
- Work with OSHF's accounting team to provide the Board timely financial reports and financial forecasting.

Resource Mobilization

- Cultivate donor/funder relationships, exploring diverse funding sources to ensure sustainability.
- Develop partnerships with aligned organizations to build a sustainable international fundraising strategy for open science hardware.
- Fundraise to support the OSHF mission: write grants, pitch for investment, and request donations.
- Have experience raising and managing USD six-figure annual budgets.
- Build out a fiscal sponsorship program for fostering an equitable global open science hardware ecosystem.

Program Development

- Develop and deliver diverse programs with support from program staff and the board.
- Establish metrics/KPIs to constantly monitor and evaluate program impact and organizational health.

Communications

- Network with potential funders, partners, supporters: the ED is a key public representative of OSHF and is responsible for developing a thriving network of supporters for the mission.
- Present the work and impact of OSHF in media, conferences, and events to attract partners, donors, and other constituents.

Desired Qualifications and Abilities**The Executive Director of OSHF will have the following experience, qualifications, and abilities:**

- 8+ years of experience managing programs, organizations, and staff.
- Demonstrated experience with, knowledge of, and/or a commitment to open science hardware or other complementary communities, such as open science, open source hardware or software, open scholarship, right to repair, digital rights/governance, the Maker Movement, citizen science and/or community science. Demonstrated ability to plan for growth and sustainability of an organization, and aptitude to pinpoint areas of development for the organization and staff.
- Demonstrated experience in stewarding diverse funder relationships and applying for funding both nationally and internationally to reach annual budgets in the USD six-figure range.
- Highly detail-oriented and organized, with strong management, operational, and administrative skills.
- Excellent written and oral communication skills. You should be able to write concise, clear, and engaging descriptions of technical topics in ways accessible to both technical and non-technical audiences.
- Strong facilitation skills for a highly diverse community of people from many different fields and experience sets, relying on highly tuned senses of diplomacy and empathy.

Strong applicants will be:

- Self-motivated and collaborative, with experience working in small and/or remote teams, and a supportive approach to driving positive change.
- Committed to open practices and tools, and with the ability to critically engage in discussion of openness.
- Ability to motivate and align others around a shared vision, even in the face of challenges or uncertainty.

- Able to identify and solve problems both independently and collaboratively, while fostering a work environment grounded in shared goals and a strong sense of community—both online and offline.

If you don't believe you meet all qualifications as described, we still encourage you to apply. The best candidate for the position will possess a combination of skills and experience and show clear aptitude for obtaining those they may not yet have.

To Apply

Please submit your application via this [Form](#). The priority application date is August 15, 2025, but applications will be accepted until the position is filled.

Benefits: In addition to an annual salary of USD 100,000-115,000 (based on experience), benefits include employer contribution to market health insurance, and flexible paid time off.

How we work: OSHF is a fully distributed organization and this position is part of our remote-working environment. You should normally be available for a full-time work week that includes some North American and European business hours. You should have access to high-speed Internet given the nature of our work, which is often conducted via video calls, instant messaging, and other remote team management tools. Some in-person meetings and travel will be necessary.

The Open Science Hardware Foundation is committed to a diverse, multicultural work environment. We encourage people with different ability sets, people of color, and people of diverse sexual orientations, gender expressions, and identities to apply.