



CHIEF EXECUTIVE OFFICER (CEO)

POSITION DESCRIPTION

ABOUT THE ROLE:

[ART International](#) is the world's leading Authentic Relating training organization, delivering nearly 400 courses in over 50 locations spanning five continents and online in time zones worldwide. As we celebrate our seventh birthday this year—an auspicious time of transition—we are calling in ART's next visionary leader to guide us in continuing our deeply heart-centered way of sharing Authentic Relating with the world.

This is not your traditional CEO role; ART is a “people first” organization, and Authentic Relating is woven in and through everything we do. While growth and expansion are crucial to our mission of sharing this practice far and wide, deep care for our people and embodying these teachings as a company come first. In addition to upholding cultural integrity, the CEO will drive ART's strategic direction in alignment with our collective vision, manage and empower our talented staff and faculty, and oversee the organization's overall operational and financial health, while ensuring stability and thoughtful expansion. We do not grow faster than we are able to tend to a strong and healthy culture and infrastructure, so a highly attuned and balanced approach is key to success in this role.

ABOUT YOU:

You are a visionary, heartfelt leader who embodies the practice of Authentic Relating, with a passion for welcoming the whole human into the workplace. You deeply care about people, and you believe that integrity and relational health are cornerstones for a conscious company. You are attuned to relational dynamics, and your leadership style fosters a culture of collaboration, innovation, empowerment and appreciation.

You are self-directed, thrive in autonomous environments, and have the natural ability to adapt your role and impact in response to the business's evolving needs. Your previous success in leading and scaling companies, coupled with a strong background in strategic financial management and innovative marketing, prepares you to propel ART's growth.

You lead from within rather than from above—an ally and voice for the collective intelligence—and are inspired to work outside the traditional hierarchical norm. You believe in the importance of accountability and feedback, you are attuned to the impact of power dynamics in the relational field, and you are always doing your inner work. You know that your impact as a leader is immense, and you take that very seriously.

RESPONSIBILITIES:

- Prioritize a Thriving Culture: Continue to cultivate and maintain a relationally healthy culture in alignment with our core values: Integrity, Togetherness, Clarity, Quality, Accessibility and Impact
- Empower our Staff and Faculty: Lead and inspire a diverse group of collaborators, focusing on advancing engagement, empowerment and follow-through on initiatives and desired outcomes
- Demonstrate Self-Direction: Autonomously drive initiatives, independently identify needs, create strategies, and execute plans without external prompting
- Cultivate Vision and Strategy: Develop and implement strategic plans that resonate deeply with the company's mission, vision and values
- Supervise Overall Company Operations: Oversee marketing, operations, staff, faculty and products to ensure strategic alignment and operational effectiveness
- Commit to Ethical Leadership: Embody and advocate for alignment with our ethical commitments, legal guidelines and internal policies, systems and processes
- Stand for Conflict Transformation: Courageously and quickly address relational and logistical tensions, prioritizing conflict transformation, accountability and realignment
- Foster Relationships: Build and maintain trusting and engaging relationships with key partners and stakeholders, and nurture these connections for co-creation and mutual benefit
- Ensure Authentic Marketing and Thoughtful Growth: Promote our company and its offerings with genuine authenticity, ensuring alignment with our core values while strategically balancing growth and sustainability
- Manage Financial Oversight: Conduct financial forecasting, track and analyze financial health, and make informed, thoughtful and strategic investment decisions
- Support the Distribution of Power: Continue advocating for and implementing a distributed power structure and shared responsibility within the organization, empowering team members at all levels
- Report Regularly: Share company progress, finances and other updates consistently and transparently with the staff and faculty to keep the internal ART community informed and aligned
- Track Collective Themes: Track themes in the collective field, both inside ART and in the wider relational community, staying attuned to the needs and potential future directions of the company

REQUIRED EXPERIENCE:

- 3+ years experience as a CEO or similar high-level managerial role
- History of cultivating and maintaining a healthy, sustainable company culture
- Demonstrated ability to develop and execute growth strategies, preferably in the training sector
- Experience in leveraging innovative marketing techniques to drive business growth
- Proficiency in financial management and strategy, including forecasting and budgeting
- Prior training in Authentic Relating or similar relational modalities is required (a minimum of ART Level 1 is ideal, with a requirement to complete ART Levels 1-3 as soon as possible upon hiring)

**Please apply only if you meet the above requirements*

ESSENTIAL QUALITIES:

- Heart-centered, highly relational, and deeply embodied in Authentic Relating/conscious communication
- Strong value for integrity; courageous decision-making in service of company values
- Strong leadership skills that foster a collaborative and trustable work environment
- Self-starting, self-directing and proactive; adept at crafting your own role and path
- Strong analytical skills to identify needs and drive strategic decisions
- Balancing proactivity and planning with being responsive and adaptable
- Able to nurture the unique gifts of others, guiding teams and individuals toward their highest potential
- Appreciative and honoring of others' contributions and impact

BENEFITS:

- Remote, full-time position with a base salary of \$70k, plus significant earning potential through profit sharing and performance-based increases
- Flexible work hours; must align with US mornings/EU evenings for key meetings
- Opportunities for personal and professional growth through ART courses and programs
- A dynamic, conscious team environment where you can make a meaningful impact

HOW TO APPLY:

Email us at info@authenticrelating.co with the subject line "CEO Application," and include:

1. Your resume and a cover letter, including responses to the below questions:

- Interest in Position: Why are you applying for this CEO position, and what aspects of ART's mission, vision, and values resonate with you?
- Experience in Leadership: Describe your experience with leading and growing businesses (be as specific as possible). How will this experience support your success in this role and ART's future growth?
- Leadership Style and Culture: How would you describe your leadership style, and what values do you hold when managing teams and fostering company culture?

2. In your cover letter and/or resume, please be sure to include the following information:

- Any ART trainings you've taken (include: level, date, location) and/or other similar relational trainings
- How you found out about this position and/or the name of the person who referred you
 - Any references you have within the ART community (staff, faculty, graduates, etc.)
 - Two references who have worked with you directly in a CEO or other managerial position (at least one of whom has worked under you)
- The physical location/time zone you will be primarily working from

3. Optional: A 3-5-minute video introduction sharing about yourself and an accomplishment you're proud of