

## Position Description

**Position Title:** Director, Movement Building + Organizing

**Location:** Remote

**Reports to:** Chief Impact Officer

**Status:** Full-time, Exempt

### Position Summary

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Reporting to the Chief Impact Officer and serving as an integral member of the IllumiNative team, the Director will lead our Movement Building + Organizing program. The Movement Building and Organizing Director is responsible for leading IllumiNative's short and long-term campaign projects, facilitates and maintains relationships with key stakeholders, and works as a key strategist on the direction, implementation, and evaluation of our campaign work. The Director will partner with Senior Leadership and staff to apply a power building, community organizing, and movement building lens to all existing and emerging programs and campaigns.

In addition to serving as an IllumiNative representative to partners and stakeholders, the Movement Building + Organizing Director will identify and analyze opportunities for narrative change and power building, create opportunities for convening with diverse stakeholders, and manage the Movement Building and Organizing team. This position will provide updates and reports to IllumiNative leadership on project timelines and efficacy.

### Organization Summary

IllumiNative is a national, Native woman-led racial and social justice organization. Our mission is to build power for Native peoples by amplifying contemporary Native voices, stories, and issues to advance justice, equity, and self-determination. We utilize research, narrative and culture change strategies, movement-building, and digital organizing to dismantle white supremacy and mobilize public support for Native issues. To learn more about our work, visit [www.illuminatives.org](http://www.illuminatives.org)

### Role Responsibilities

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#### *Leadership Responsibilities of the Director*

- Lead and support the development and growth of the Movement Building and Organizing program, IllumiNative's newest program, from a collaborative leadership mindset and work in partnership with senior leadership, staff, and core partners on power and movement building strategies, rapid response, and large-scale campaigns to advance narrative change, justice, equity, and self-determination for Native peoples.
- Steward and lead the MB + Organizing team on integrating digital and community organizing with long-term systems change, narrative change, and policy efforts. Executing effective campaigns and programs while exemplifying IllumiNative's core values of reciprocity, care, and community.
- Create and implement a process for monitoring and addressing opportunities to build power for Native peoples.
- Identify and build coalitions with key partners and of Native and ally constituencies including building a network of national, state, and local Native-led and allies who can be engaged and activated around specific campaigns, rapid response, and long-term narrative and systems change.
- Set campaign goals, audiences, clear calls to action, and performance outcomes and evaluation metrics within our programming and campaigns. Monitor progress and adjust

movement and power-building strategies and effectively align and communicate to MB + Organizing staff and supporting departments on this work.

- Work with Executive Leadership and the Research team to effectively utilize and integrate research findings into the program strategy, messaging, and dissemination tactics.
- Lead the creation of project briefs, plans, and work with staff to ensure capacity, clarity, and alignment.
- Be an active member of the IllumiNative Senior Leadership team in developing integrated strategies to achieve our mission and long-term goals, cultivating a justice-oriented organizational culture, and determining capacity and strategy.
- Implement and oversee an internal tracking system to provide updates, timelines, etc. to Executive leadership.

#### *Additional Duties*

- Set clear project goals for high-impact campaigns, objectives, and goals for internal and external meetings, and provide overall management to campaign and organizing projects.
- Build, maintain, and nurture IllumiNative's network of extensive partners and co-conspirators.
- Work in coordination with the Communications team on needs, communications plans, and support.
- Develop materials and reporting as needed on both successes and lessons learned from Movement Building and Organizing Projects.
- Development of monthly reports to track the impact of campaigns and engagements.
- Develop campaign plans and lead engagement on projects that further the goals of the campaigns including content creation, talent and influencer activation, events, and contracts.
- Partner with Advancement Director and Senior Leadership on fundraising for the Movement Building + Organizing Program and IllumiNative.
- Assist in identifying research needs to support program work.
- Develop work plans, evaluation schedule, professional development plan, and weekly check-in process for the two Program Associates, and Program Manager, and report on progress to Executive Leadership.
- Report to Executive Leadership on a regular basis on accomplishments, progress, challenges, and ideas to maximize efficiency, consistency, innovation, and impact.
- Work with staff to develop systems to ensure consistent, high-quality project management.
- Evaluate, troubleshoot, and report on the impact of programs and special initiatives.
- Other duties as assigned.

#### **Education, Experience, Knowledge, Skills, and Ability**

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- Bachelor's degree is required.
- Minimum 5 years experience in organizing, nonprofit, tribal, or related organizations.
- Integrity, positive attitude, mission-driven, and self-directed with a demonstrated passion for IllumiNative's mission and commitment to building power for Native peoples.
- Experience in taking a hands-on approach in leading a variety of initiatives, especially in a remote setting. A strong candidate should have previous experience developing and operationalizing strategies for a program or project.
- Strong written and verbal communication skills.



- Ability to collaborate and communicate with internal as well as external partners and other organizations.
- Commitment to ensuring quality programs and excellence in organizational and project management with the ability to achieve strategic objectives and manage a budget.
- A team player, who can interrelate and operate effectively with peers and other team members within a collegial, yet demanding, work environment.
- An individual who can handle a variety of constituencies, manage multiple tasks simultaneously and thrive in a complex environment with multiple priorities.
- Innovative thinker, with a track record for translating strategic thinking into action plans and output.
- A values-driven, inclusive, and driven leader who is passionate about building power for Native peoples and creating a more just and equitable world.
- Excellent judgment and creative problem-solving skills, including negotiation and conflict resolution skills.
- Self-reliant, good problem solver, and results-oriented.
- Ability to make decisions in a changing environment and anticipate future needs.

All employees of NVF are required to complete timesheets.

### **How to Apply**

Please send a resume, cover letter, and portfolio with relevant samples of your work to [lincoln@illuminatives.org](mailto:lincoln@illuminatives.org). All materials must be in PDF format.

### **Compensation and Benefits**

**Salary range:** \$60,000-\$90,000

#### **Benefits:**

*Comprehensive benefits package that includes 100% employer-paid health, dental, and vision insurance, 3% employer match on 401k contributions, pre-tax transportation benefits, and paid holidays, vacation, sick, and volunteer time off.*

### **Hiring Statement**

IllumiNative is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. NVF is committed to attracting, developing, and retaining exceptional people, and to creating a work environment that is dynamic, rewarding, and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.