

GRANTMAKERS FOR GIRLS OF COLOR

POSITION ANNOUNCEMENT

SENIOR DIRECTOR OF STRATEGIC PARTNERSHIPS

Status: Full Time/Exempt

Location: Brooklyn, NY/Remote

Reports to: Deputy Director

Apply By: May 14, 2021

ABOUT GRANTMAKERS FOR GIRLS OF COLOR

G4GC works to mobilize resource and amplify transformative organizing work to dismantle systems of oppression in the U.S. led by girls and gender-expansive youth of color. An initial project of the NoVo Foundation, Foundation for a Just Society, Ms. Foundation for Women, The New York Women's Foundation, Communities for Just Schools Fund and other partners, Grantmakers for Girls of Color (G4GC) launched as an online platform in 2015. In April of 2020, G4GC hired the renowned [Dr. Monique Morris](#) as its first Executive Director and became its own organization fiscally sponsored by Rockefeller Philanthropy Advisors. G4GC works to support a growing community of funders who are actively working on or interested in efforts to address the structural inequities facing girls of color. Through grantmaking, donor organizing, research, and communications, G4GC convenes funders, movement leaders, and girl and gender-expansive youth activists to address timely issues facing girls of color; and to promote collective organizing to fund girls and gender-expansive youth of color-led movements urgently and robustly.

G4GC envisions a world in which all girls are healthy, safe and thriving. Where each person is fully empowered to pursue their dreams and shape their desired reality on their terms, free from all structural barriers created by racism, sexism and ageism and other forms of discrimination. We recognize that girls of color hold particular vulnerabilities because of their age and other intersecting identities; and yet they also hold immense power to drive transformation. At the same time, girls of color are often invisible across funding priorities, efforts to address policy change, and in systems and programming. We believe that investing in building the power of girls and responding to their vulnerabilities is critical to creating meaningful change with and for them, their communities, and this country.

Visit www.grantmakersforgirlsofcolor.org to learn more about G4GC's programs and operations.

ABOUT THIS POSITION

G4GC seeks a proactive, relationship-, and goal-oriented Senior Director of Strategic Partnerships to strengthen existing and establish new partnerships with funders/co-investors, donors and members that generate revenue in support of G4GC and its associated initiatives and movements, and to build a membership infrastructure that lends itself to meaningful engagement and shared learning with peer funders in our networks. Reporting to the Deputy Director, the Senior Director of Strategic Partnerships will supervise a small team of two direct reports, partner with development consultants, and work closely with programmatic and communications staff to build and implement highly effective development strategies that align with G4GC's mission, purpose, and values and strategically engage foundations, corporate philanthropy, high net worth individuals, celebrities, Board/Advisory Members, and Youth Advisors, and develop a membership strategy to address the diverse needs of funders in our network.

Core Characteristics and Skills

- Passion for the Mission & Relationship Builder
The Senior Director of Strategic Partnerships will be a champion of our constituents, including donors and peer funders, grantee partners and practitioners, and girls, femmes, and gender expansive youth of color with a true passion for improving outcomes and expanding opportunities for Black, Indigenous, and other girls and gender-expansive youth of color. They will exhibit a strong connection to our diverse community and will have the skills and enthusiasm to support the G4GC team in continuing to build relationships within the philanthropic sector while ensuring that G4GC develops new and unique opportunities to serve the mission.
- Desire to Build Development Strategies that Center and Speak to Girls and Gender-Expansive Youth of Color
The Senior Director of Strategic Partnerships will have demonstrated ability to manage non-profit and philanthropy-focused relationship cultivation and fundraising and they will also have a passion for advancing narratives about girls and gender-expansive youth of color that speak to their full power and dignity. This individual will not only be adept at building organizational development strategies, but will be able to think creatively about how to engage young people and grantee-partners in development efforts, and to support grantee- partners in advancing their own development capacity.

Key Responsibilities

- Work with the G4GC senior leadership team; programmatic and communications staff; and development consultants to create impactful strategies and tactics that attract resources to advance the mission, values, and purpose of G4GC.
- Ensure that all aspects of the development department's work are designed, budgeted, organized, and staffed to achieve maximum success.
- Manage and recruit a high-functioning team to further fundraising and co-investments.
- Set annual and long-term goals for increasing revenues for the organization.
- Generate increased revenue from existing donors and maintain and grow a robust pipeline of prospective donors.
- Work with development consultants; programmatic and communications staff; and partner organizations to support partnerships including the #1Billion4BlackGirls campaign and other funds G4GC holds in partnership with other organizations.
- Work closely with the G4GC communications team to ensure that overall development efforts align with communications efforts and goals.
- Work with G4GC Youth Advisory Council and grantee partners to develop youth-centered, youth-led, and youth-focused development strategy and tools.
- Work with G4GC programmatic staff to identify strategies to support grantee partners' development capacity.
- Develop realistic yet aggressive fundraising goals and targets; implement work plans; monitor progress; provide updates and assess and adjust progress and strategies, as needed.
- Assess and execute opportunities for membership in key areas of interest (e.g., corporate, individuals, philanthropy serving organizations) and develop a compelling membership structure.
- Manage and build the membership infrastructure of our peer funder network.

- Keep up with external and internal technological advances and integrate them appropriately into departmental objectives, processes, and training, specifically as it pertains to database management and reporting strategies.
- Drive resource development solicitations, expand networks and strengthen partnerships with individuals, foundations and corporate philanthropy.
- Manage and document progress, challenges, and activity related to implementing G4GC's co-investment strategy.

Required Qualifications

- Minimum of seven years of development experience, with at least three years of senior-level experience supporting nonprofit and/or philanthropic organizations raising funds of around \$10M to \$15M from a cultivated diverse pool of funders including institutional and corporate funders and individual donors.
- Ability to strategically represent the organization to partners, intuitively understand the needs of partners finding common ground and points of intersection, expertly establish and maintain relationships with diverse constituencies and persuasively lead the development of relationships across multiple stakeholders and platforms.
- Experience building organizational culture that upholds values of equity, justice, and healing.
- Experience in supervising staff, engaging with consultants, team building, and contributing to the development of a positive organizational culture, preferably with experience managing remote team members.
- Shared commitment to serving the unique needs and challenges of girls across the spectrum of cisgender, transgender or gender expansive youth or adolescents of color in the U.S.
- Exceptional written and verbal communication skills embodied as an empathetic listener and clear, convincing communicator across diverse audiences, including significant experience grantwriting.
- Agility and ability to quickly course correct in changing or complicated political environments and communities, both internally and externally.
- Experience with database management, system development or enhancement and reporting.

Preferred Qualifications

- Experience addressing the structural inequities facing girls of color to improve outcomes and expand opportunities for BIPOC girls.
- Demonstrated understanding of how race, ethnicity, gender expression, sexuality, and age shape experiences with power and access to opportunity, particularly in the U.S. context.
- Experience within or supporting organizations in growth mode.
- Experience working with consultants, coalitions, and across organizations.
- Experience managing remote team members.

ABOUT COMPENSATION AND BENEFITS

The salary range for this position is \$140,000 to \$165,000 commensurate with experience, plus a competitive benefits package including health coverage, retirement benefits, paid sick leave, vacation and holidays, tuition reimbursement, and access to professional development resources.

HOW TO APPLY

For this search, G4GC is partnering with [Walker and Associates Consulting](#), a black woman led- and - owned strategic management consulting and executive search firm with a history of recruiting and placing highly-qualified diverse leaders in critical philanthropic and nonprofit positions. To apply, **email a cover letter, résumé, short example of your development work (e.g. a writing/appeal sample, development plan, or strategy document no more than 1-2 pages), and a list of three references to G4GC@walkeraac.com on or before 5:00 PM PT on Friday, May 14, 2021.** One combined PDF file is preferred. Use the subject line: G4GC Senior Director of Development. Note that application review begins immediately and candidates will be notified in advance of any outreach to references.



As a project of Rockefeller Philanthropy Advisors, the Grantmakers for Girls of Color is a values-based equal opportunity employer. We have a deep commitment to building transformative culture and challenging racism, sexism, homophobia and oppression in all its forms. We strongly encourage people of color, women, LGBTQ individuals, differently-abled people, formerly incarcerated people and people of any and all traditionally marginalized identities to apply. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.
