



Director of Community Strategies and Engagement Job Announcement- Close date 2/25/10

Pride Foundation inspires a culture of generosity that connects and strengthens Northwest organizations, leaders, and students who are creating lesbian, gay, bisexual, transgender and queer equality.

This full time position ensures the success of our regional program which promotes leadership development, effective grantmaking, building community and using philanthropy to create social change in Alaska, Idaho, Montana, Oregon and Washington. We offer excellent benefits, including: health, dental and vision insurance, long term disability, generous vacation and sick leave, and a fun and innovative work environment.

The regional program engages volunteers in raising and disbursing funds for local projects and organizations all over the Northwest. At this time Pride Foundation has ten active Pride Regional Communities in Idaho, Montana, Oregon and Washington, with the goal to be active throughout all five states. Each Pride Regional Community has a steering committee made up of local volunteers who gauge the community's needs and set the overall strategy for meeting those needs via grants and scholarships. All funds raised are then kept in the community and matched by Pride Foundation. Pride Regional Communities make grants to organizations and scholarships to students once each year.

The ideal candidate has experience living and/or working outside of a major metropolitan area. In addition, they should also have experience in program management and supervision. They must be passionate about meeting and inspiring new people, cultivating relationships, teamwork, program planning and developing systems of evaluation. We are looking for someone who is creative, optimistic and has a good sense of humor. The Director will work from our Seattle office at least part of their time and also be willing to travel.

Responsibilities:

Organizational Development:

- Develop a program evaluation framework to assess the strengths of the program and to identify areas of improvement including feedback mechanisms that gauge volunteer and donor satisfaction.
- As the program grows and expands, develop systems that combine flexibility and local decision making with structure that promotes consistency and clear expectations across the region.
- Be a voice and advocate within Pride Foundation that ensures regional voices are heard and issues of importance to regional communities are incorporated into Pride Foundation's mission and goals.

- Work with our team of staff, board and volunteers to build thriving philanthropic communities related to fundraising and grantmaking, and foster a productive working environment. Serve on relevant board committees related to regional program and governance and fund development.
- Develop new initiatives to support the strategic priorities of Pride Foundation.
- Develop and manage systems that allow for sharing of internal and external communications, story collection, donor relationship management across all staff and board areas.

Community Building

- Inspire and support our amazing staff and volunteers living throughout the five Northwest states
- Organize convenings for our leaders throughout the region for the purpose of strengthening connections among the group, sharing best practices for community organizing and building their capacity as leaders.
- Identify trends and opportunities to strengthen Pride Foundation's presence and effectiveness throughout the region.
- In partnership with Pride Foundation's development team, support a sustainable and growing funding base with a focus on individual donors. Participate in personal solicitations and assist with developing proposals and maintaining relationships to support Pride Foundation's funding distribution.
- Work with staff to increase the use and usefulness of technology and other communication tools within the program.

Administration

- Supervise full-time and part-time staff across the Northwest who are working to strengthen their local community through grantmaking, events and partnerships with others. Ensure all regional staff receive orientation and support to ensure the effectiveness of their work.
- In consultation with the Executive Director and other staff, recruit, interview and select well-qualified staff.

And the best part of all job descriptions: Other Duties as Assigned.

Pride Foundation does not discriminate on the basis of race, color, sex, marital status, sexual orientation, gender identity or expression, political ideology, age, creed, religion, ancestry, national origin, and the presence of any sensory, mental or physical disability.

How to apply: please email a cover letter and resume as a single attachment to laura@pridefoundation.org.

Questions: we would prefer to answer your questions after the position closes on February 25, 2010.