

FUNDERS FOR JUSTICE

Job Description: Director of Training & Leadership Development

The Director of Training & Leadership Development at [Funders for Justice](#) (FFJ) develops and runs training and workshops for staff, member leaders, and general members, in order to build strong funder-organizers across all bodies of the organization. They are committed to the development of FFJ members across a spectrum of political learning and leadership skills. They work closely with all staff and member leaders to constantly develop the most needed and effective trainings and workshops; feedback, new ideas, evaluation, and evolution are core practices. The Director of Training & Leadership Development understands that effective leaders are strong organizers who work with others to make big moves towards FFJ's larger vision and impact goals.

The ideal candidate has extensive experience in racial and gender justice work, has experience and understanding of local and national organizing landscapes, has deep knowledge of community organizing efforts led by and for folks of color, and is unapologetically committed to transformative social justice that is led by Black folks, Indigenous people, and other people of color.

BACKGROUND

[Funders for Justice](#) is a national network and organizing platform for grantmakers, donor networks, and funder affinity groups to mobilize resources to grassroots organizing led by and for people of color, at the intersections of racial justice, gender justice, ending criminalization, and building models for community safety and justice.

FFJ was founded in 2014, and has grown from less than 100 members, mostly rapid response programming, and part time staff, to over 500 members, seven areas of programming, eleven formal member leadership roles, and two full time staff members. Funders for Justice is led by three co-chairs and a set of member leaders across four issue-based strategy groups, and staff. The staff work closely with the member leadership and other members to design and implement the daily programming.

Currently, FFJ hosts an array of standing programming: [divest/invest](#) political education for funders; a set of 15 movement advisors that provide political guidance and frame to the work; four strategy groups: pre-trial detention, healing justice, 'me too' in philanthropy, and eroding the power of police unions; the donor organizing committee for the Movement for Black Lives; and a new fellowship for member leaders. FFJ also offers additional responsive and collaborative programs throughout the year, including webinars and virtual institutes, as well as in-person events and training institutes at philanthropic conferences (when it is safe again to convene in person).

Funders for Justice transitioned out of its original organizational home in the fall of 2020 to become an independent organization, with a new fiscal sponsor, in January 2021.

For more about FFJ, visit [Funders for Justice](#). For more information about our fiscal sponsor, SEE, please visit [saveourplanet.org](#).

RESPONSIBILITIES

The Director of Training & Leadership Development works in close partnership with FFJ's executive director, fellows, member leadership, general members, and staff to cultivate strong funder organizers. Using FFJ's leadership development and organizing model, the Director of Training will develop a host of curriculum to support staff and members in working towards FFJ's goals for supporting movements and impacting the field of philanthropy.

The Director of Training & Leadership Development will partner closely with the executive director to co-develop/co-evolve and take on leadership of a funder organizing school for staff; and the FFJ Fellowship, an annual organizing school for approximately 15-20 funders, primarily people of color. The Director of Training & Leadership Development also partners with the General Member Organizer to engage FFJ's general membership in monthly political education, with guest speakers from movement and philanthropy.

As with all FFJ staff members, the Director of Training & Leadership Development will hold relationships with grassroots organizations, and will support them in connecting with funders and raising resources. The Director of Training will work with FFJ's Movement Advisors and other organizations and leaders to amplify the work of movements and create a community of accountable funders.

JOB RESPONSIBILITIES

Develop a Leaderful Staff

Develop FFJ's staff into effective funder organizers, using the FFJ power-generating leadership development wheel as a foundation to all training and development. Model sustainable leadership practice, and support annual goal-development, as well as the day-to-day implementation of those goals, in a way that fosters growth and evolution rather than burnout and stagnation.

- Co-develop, with the Executive Director, the curriculum for and run a funder organizing school for staff, in partnership with the executive director, so that staff have the skills and tools they need to do their work
- Support staff members in their ongoing development, including skills for workshop design and facilitation as well as daily member organizing for FFJ, to support their growth in their ability to develop FFJ's members as leaders and organizers
- Work with the executive director to evolve the FFJ staffing plan based on learning and real-time evaluation as the organization grows and evolves.

Develop Member Leaders

Develop FFJ's members into powerful leaders in philanthropy, using the FFJ power-generating leadership development wheel as a foundation to all training and development. Trainings offered will include how to organize other funders, and how to change culture and practice in philanthropy, and will work in partnership with issue-based trainings led by other staff and colleagues.

- Lead FFJ's Fellowship program, in partnership with FFJ's Executive Director. This role will eventually take on full leadership of the fellowship, including curriculum development and engaging any external trainers, managing the growing network of fellowship alumni, and ongoing reflection, evaluation, and evolution of the program
- Develop the curriculum and lead funder organizing and facilitation workshops and trainings for FFJ's strategy group co-leads and other key member leaders, nurturing a leaderful membership
- Additional trainings, coaching, and consulting with FFJ's members as requested - *this is part of FFJ's fee-for-service trainings*

Collaboration, Team Members, and Staff Supervision

- Supervise the General Member Organizer, who coordinates monthly trainings for members on FFJ's core issue areas
- Work collaboratively with the Director of the Divest/Invest Program
- Partner with the Communications Director to develop the internal training visuals, and to co-design the external messaging about FFJ's leadership practice

Fundraising & Budget Management

- The fundraising aspect of this role is the fee-for-service trainings and the fee for the fellowship, as part of a larger array of offerings
- Oversee the training team budget, and lead the training team in the annual budget planning process

QUALIFICATIONS

- At least 10 years of experience in racial and gender justice work, work to end criminalization, and building models for community safety and justice; experience should be primarily as a staff member of an organization
- At least 5 years of experience with philanthropy, including foundations, intermediaries, collaborative funds, affinity groups; experience should be as a staff member of a foundation, donor network, and/or funder affinity group, and may also include experience as a grantee partner and/or movement partner
- Strong demonstrated experience in developing trainings on organizing members, leadership development, racial and gender justice, ending criminalization, models for community safety & Justice.
- Demonstrated experience and success with organizing philanthropy professionals from a range of values, to move towards social justice values and best practices for funders
- Demonstrated success in developing leaders who engage and are accountable to multiple stakeholders and leadership bodies
- Demonstrated success working in a leadership role in a social justice organization
- Strong demonstrated ability to collaborate in a leaderful organization, with multiple teams and stakeholders
- Strong demonstrated ability to successfully supervise and coach staff members with various roles and levels of experience

- Strong writing skills
- Strong personal drive and initiative
- Solid interpersonal, analytical, and organizational skills
- Facility with technology and comfort with a virtual office
- Flexibility and comfort with overlapping projects, competing deadlines, and multiple stakeholders
- Ability to travel for regularly for staff retreats, FFJ convenings, philanthropy convenings, and other events when it is truly safe to do so, given current global pandemic

ABOUT YOU

- You believe in respect of self and others as a core value and work ethic.
- You believe in responsibility/ accountability as a practice and value that is not only about completing tasks and obligations.
- Values a healthy organizational culture and community, which you build consciously with others.
- You practice and value kindness, effectiveness, and collaboration.
- You come up with creative solutions to problems based on your own experience.
- You are emotionally aware and practice self/community care to make your ability to work and fulfill your responsibilities sustainable.
- You are aware of your own limits, discern, and have a practice of asking for support and collaboration to meet your goals.
- You have great attention to detail
- You see the big picture and can make connections and develop needed organizational infrastructure, as you have access to a bird's eye view of all the programs and operations.
- You have excellent verbal and written communication skills, which allow you to interface easily with others to agree on plans of action, problem-solve, or give/receive feedback
- You are able to manage time effectively, allowing you to prioritize, follow-up on, and finalize tasks in order of relevance.
- Demonstrated experience and comfort with with leadership role at a non-profit

FFJ/SEE is an equal-opportunity employer. Women, people of color, LGBTQ people, people with disabilities, and others most impacted by the carceral system are strongly encouraged to apply.

COMPENSATION

Salary for this position begins at \$90,000. Benefits include generous leave, and, for full-time employees, health insurance and retirement contributions.

LOCATION

Anywhere in the United States. The successful candidate is comfortable and able to work remotely full-time, and able to travel for staff retreats, occasional FFJ in-person events, and occasional conferences *when it is safe to do so, after the pandemic ends*.

APPLICATION PROCESS

Please send a cover letter, resume, and a list of three references to jobs@funders4justice.org.

Interviews are rolling, and are expected to begin in May 2021. Our goal is for the role to be filled in June, and work to begin by July.