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JUSTICE FUNDERS SEEKS A CONSULTING DIRECTOR

About the Organization:

Justice Funders is a partner and guide for philanthropy in reimagining practices that advance a thriving and just world. Justice Funders is the national outgrowth of our local work tested and incubated in the Bay Area Justice Funders Network over the last seven years. Building on successful interventions to reimagine philanthropic practices, Justice Funders' work will encompass the Bay Area Justice Funders Network as well as leadership development, consulting, and a lab for experimental philanthropy. Responding to the needs of both movements and the philanthropic sector, Bay Area Justice Funders Network has undergone an organizational evolution to expand our programs to support individual, organizational, and field-wide transformation in philanthropy to achieve a just transition. We aim to be guided by the [Just Transition principles](#) that build political and economic power to shift from an extractive economy to a regenerative economy. More information is available at: <http://www.justicefunders.org>

About the Position:

The Consulting Director position is new for the organization, and reflects both the expansion of our vision as an organization, as well as builds on a body of consulting work that has been led by existing staff over the last two years. The role of this position is to facilitate philanthropic organizations adopting and accelerating a Just Transition in philanthropy through leading and managing consulting engagements with grantmaking organizations and philanthropic support organizations. Consulting engagements will: (1) Facilitate equitable grantmaking practices; (2) Support philanthropic leaders to become conscious practitioners for a Just Transition in Philanthropy; (3) Support institutions to deepen their alignment and practice towards a Just Transition; and (4) Amplify the efforts of regenerative economic movements and allies in philanthropy across the broader field.

The Consulting Director will join a staff team of 4 people based in the Bay Area and 2 people on the east coast. The location for this position is preferred to be in the Bay Area, but is potentially negotiable. As a small team with a tight strategy, we work in very complementary and interconnected ways. Thus it will be necessary for this person to excel in their independent management of work, while engaging in exceptional teamwork and pro-active communication. It is expected that all team members manage their own administration. Based upon our consulting engagements to date, we anticipate that this position will travel about 30-50% of the time.

To lead this body of work, we are seeking an individual who has: a sharp social justice analysis and has applied that analysis in consulting engagements; experience in the facilitation and delivery of trainings, and is skilled in assembling and managing project teams. As the primary lead for this body of work, we seek a self-aware

individual who is attuned to both their strengths and growth edges, to have a keen sense of when external support may be necessary. The nature of this position will also demand a high-level of organization and attention to detail. Prior experience in philanthropic leadership and consulting on diversity, equity and inclusion (DEI) is preferred.

The Consulting Director will report to Justice Funders' Senior Program Director.

Job Responsibilities:

LEAD CONSULTING PRACTICE (80%)

- Develop and submit proposals for consulting engagements that further Justice Funders' goals.
- Manage consulting inquiries on behalf of the organization.
- Lead consulting engagements independently or as part of a team.
- Design and manage consultant affiliate program comprised of: cultivating relationships with aligned consultants, training on Justice Funders' methodologies, engage and manage sub-contracts with aligned consultants as necessary.
- Manage all of the consulting practice timelines.

ADMINISTRATIVE (10%)

- Manage all consulting practice contracting, billing, sub-contracting, travel, reimbursement administration.
- Participate in Justice Funders' staff meetings.
- Continue professional development

MOVEMENT ACCOUNTABILITY (5%)

- To facilitate personal accountability and understanding of the impact of choices made by philanthropy, build real and accountable relationships with leaders of frontline organizations.

FIELD BUILDING (5%)

- Participate in philanthropic field events to amplify grassroots and allied philanthropic efforts that advance equitable practice and facilitate a Just Transition for Philanthropy.
- Work in partnership with aligned funder formations (affinity groups & network) to connect the consulting practice to Justice Funders' other leadership development programs.

Salary & Benefits:

The Consulting Director is 1 FTE. Salary range is \$75,000 - \$80,000. Benefits include: health, dental, vision,



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retirement, generous vacation time, and paid professional development.

Qualifications & Experience:

Justice Funders believes that funders are part of the movement for social justice. As such, we believe that funders have a responsibility to organize within the field of philanthropy for increased resources for social justice. In addition to sharing this value, we are looking for someone who has a nuanced understanding of regenerative economies and movement building.

This position will be interfacing with donors and philanthropic staff from a variety of institutions. It is critical that this person be skilled in holding space for discovery as well as for challenging conversations. This position will require an ability to meet people where they are --without judgment, and the ability to hold a long-term vision, while making incremental steps. It is essential that this person have previous experience in: philanthropic consulting, facilitation and training, as well as managing teams. If the person invited to serve in this position does not have a coaching certification, this will become one of their immediate professional development goals.

To Apply:

Please submit a cover letter which outlines your relevant experience and send with resume to: justicefunders@gmail.org by Friday, August 10th. Please put "Consulting Director" in the subject line. Due to limited capacity, please no calls. Interviews will be scheduled on a rolling basis.

Justice Funders is a fiscally-sponsored project of the Movement Strategy Center (MSC). Justice Funders is an equal opportunity employer that does not discriminate on the basis of race, color, religion or belief, disability, gender, nationality, ethnicity, sex (including pregnancy, childbirth, or related medical conditions), gender identity or expression, sexual orientation, or any other status protected by law. People of Color, working-class people, differently-abled people, and LGBTQ persons are strongly encouraged to apply.