



Igniting social change. Advancing social justice.

Executive Director Job Announcement

June 2016

About MRG Foundation

MRG Foundation is Oregon's leading funder of social, racial, economic, and environmental justice groups. In the coming year, we'll award \$825,000 in grants, host thought-provoking and inspiring events, and provide more than 1,000 hours in technical assistance to grassroots social change groups.

MRG is led by people of color and we make grant decisions through a unique, activist-led process that prioritizes funding to organizations led by those who are most impacted by injustice, including people of color, people living with disabilities, women, LGBTQ individuals, and low-income people. Our grantmaking decisions are made by a volunteer committee of community-based organizers who are directly involved in developing long-term solutions to complex social justice issues.

About the Position

MRG Foundation is looking for a committed and inspirational leader, who has a deep understanding of racial justice and intersectionality, the ability to inspire a wider circle of people to support social justice grantmaking by elevating MRG's work locally, regionally, and nationally, and will unleash the leadership potential of the MRG team. Our ideal candidate will have demonstrated success and find joy in fundraising and has strong relationships with social justice leaders, donors, and radical thinkers both inside and outside of Oregon. MRG's Executive Director will also be enthusiastic about the power of social justice philanthropy, inspired by MRG's vision for a just and joyful world, and eager to effectively manage and prioritize a variety of complex projects.

The Executive Director serves as both the external and internal leader of MRG. They will be responsible for inspiring discourse and expanding MRG's visibility through strategic partnerships that elevate MRG's role as a leading social justice funder. Simultaneously, they will cultivate an organizational culture that celebrates collaboration ensuring that MRG continue to work as a vibrant, inclusive, people of color-led organization.

This is a full-time (40 hours a week) position with some seasonal fluctuation of hours. Salaried/exempt. Requires occasional weekends and evenings, and some travel. Reports to the Board of Directors. Supervises internal leadership.

Summary of Responsibilities

- **Resource Development:** MRG is a fundraising foundation and the Executive Director will work to build a strong base of financial support by engaging donors at all income levels and different cultural backgrounds, taking a leading role with major donors relationships.
- **Public Relations & Communications:** Greatly expand MRG's statewide and national visibility by serving as the primary spokesperson for MRG, support community engagement opportunities and contribute content for written materials.
- **Governance:** Ensure the organization's work is strategic, integrated, and relevant to Oregon's social justice movement by working alongside the board to support their work and attract new members, oversee Finance and Operations Director in the development of strategic plans, and guarantee programs are coordinated and support the organization's mission.
- **Staff & Workplace:** Cultivate a multicultural work environment that encourages learning, innovation, and leadership development in a respectful way.
- **Finance:** Ensure MRG maintains strong financial health and oversight for long-term sustainability by working closely with the Finance and Operations Director and the Finance Committee.
- **Grantmaking:** Ensure the integrity of MRG's activist-led grantmaking model, cultivate other strategies that support diverse and progressive donors, and identify opportunities to increase funding for Oregon's social justice movement.
- **Funder Advocacy:** Inspire and influence other foundations to increase their support of social justice work and communities of color.

Qualifications

- Demonstrated and strong racial justice analysis; a passion for social, economic, and environmental justice.
- Commitment to progressive philanthropy and activist-led grantmaking.
- 5 years in a leadership position with a nonprofit organization or foundation.
- Supervision experience, with a demonstrated ability to work closely and effectively with people from different cultural and class backgrounds and across generations.
- Demonstrated ability to provide thought leadership while balancing organizational vision with an action-oriented approach.
- Proven ability to build and maintain solid relationships with staff, board, donors, and the larger community.
- Successful resource development and fundraising experience, with some philanthropic experience preferred.
- Excellent written and verbal communication skills; a persuasive and passionate communicator with excellent interpersonal and multidisciplinary project skills.
- Strong public relations experience with the ability to engage a wide range of stakeholders and communities.
- Demonstrated flexibility, maturity, and ability to work collaboratively and to build strong relationships in a diverse environment of staff, leadership, and peers with varying backgrounds and work styles.
- Strong background in organizational management with the ability to coach staff, manage leaders, and develop high-performance teams.

- Demonstrated experience and commitment to setting and achieving strategic organizational objectives.
- Proven success working with a Board of Directors, with the ability to cultivate and strengthen board member relationships.

Salary and Benefits

Salary of (\$75,000 - \$85,000) per year (40 hours per week), depending on experience. Excellent medical and dental coverage. Generous vacation, holidays, and sick leave.

How to Apply

Submit a resume and a cover letter explaining your qualifications and interest in this position. Your cover letter should be no more than two pages and should include your responses to these two questions:

1. MRG is committed to racial and social justice. How would you integrate these values into MRG's grantmaking, fundraising, and thought leadership work?
2. How would you champion leadership among activist grantees, MRG staff, and a board that includes activist leaders and allies?

Applications will accepted and reviewed as received until October 28 or an offer of employment has been made and accepted. The cover letter and response to two questions, can be submitted either through email at info@mrgfoundation.org, mailed hard copy, or hand delivered to MRG offices, 1235 SE Morrison St., Suite 100, Portland, OR. 97214. Interviewees will be asked for three references.

To learn more about MRG visit www.mrgfoundation.org. Questions about the position or application process? Contact Brooks Nelson at brooks@mrgfoundation.org or 503-289-1517.

MRG is an equal opportunity employer committed to affirmative action and accessibility. We are a racially, ethnically, and culturally diverse and inclusive organization. People of color, women, people with disabilities, and LGBTQ candidates are encouraged to apply. If you need any accommodations to participate in the application process please let us know.