We’re Hiring:
Philanthropy Programs Director

North Star Fund is a social justice fund that supports grassroots organizing led by communities of color building power in New York City and the Hudson Valley. We envision a world in which resources and power are equitably shared, and a future where everyone can thrive and live with dignity. Community organizers award our grants, and we mobilize people across race and class to give to organizations that center systems change. Last year, we moved over $4M in grants through our community funding committees, and millions more through our donor community and resource organizing.

We seek a Philanthropy Programs Director. We are excited to welcome to our team an experienced leader with a passion for social justice philanthropy, systems change and grassroots organizing. This is an interdisciplinary role leading North Star Fund’s philanthropic organizing and grantmaking strategy, as well as programs supporting the growth and development of grantee organizations.

This past year, North Star Fund raised a record $4M in support of our Let Us Breathe Fund, New York’s only Black activist-led participatory grantmaking fund that supports Black-led grassroots organizing. The Philanthropy Programs Director will play a key role in shaping the future of the Let Us Breathe Fund and its role in supporting a strong ecosystem of Black-led organizing in New York.

We’re looking for a candidate who:

- Has a strong record of leadership, and experience applying social justice values in working with colleagues
- Is a facilitator, collaborator, and driver of social change processes
- Has experience building or supporting community member-led organizations that are working towards systemic change
● Is passionate about organizing philanthropic actors—including individuals, foundations, and groups—towards supporting grassroots movements led by communities of color building real and lasting power

● Believes in shifting decision-making power and control of philanthropic resources towards people closest to the injustices we seek to address through grantmaking

This is a senior leadership position reporting directly to the North Star Fund executive director, and overseeing a team of six staff members. The philanthropy programs director will also partner with teams across the office. The director will work remotely until the anticipated reopening of North Star Fund’s office in late 2021 or early 2022. After that date, the director is expected to be available for regular meetings in New York City and, on occasion in the Hudson Valley.

Specific Responsibilities

● **Community Activist-Led Grantmaking (30%).** The philanthropy programs director will supervise the programs team (three people) in strategy, design and implementation of our Community Funding Committee-led grantmaking. This includes supporting several grant cycles (Let Us Breathe Fund, New York City, Hudson Valley) throughout the year led by staff members and in coordination with our volunteer Community Funding Committee members. [Examples of our grants can be found here.]

● **Donor and Funder Organizing (30%).** The director will supervise and support the donor organizing team (eventually two people) in designing and implementing donor organizing programs, including the Giving Project, a six-month cohort bringing together New Yorkers to learn about philanthropy and grassroots fundraising. [Examples of our donor programming can be found here.](#). The director will also supervise the [Community Food Funders](#) program director, a collaborative we operate to build philanthropic support for food justice in New York, New Jersey and Connecticut. With the executive director, the philanthropy programs director will develop and implement strategies related to mobilizing resources for social justice by organizing donors, foundations and funding spaces.

● **Capacity-Building Programs and Ecosystem Support Strategy (20%).** The director will be the principal manager of North Star Fund’s capacity-building programs in service to our grantee community. This includes developing leadership programs in support of our grantees, providing coaching and direct support to leaders, and working with funding partners to better meet the needs of grassroots groups in New York City and the Hudson Valley.
● **Organization-Wide Strategy, Culture Building and Development (20%)**. As a member of the senior leadership team, the director shares responsibility for culture and strategy development throughout the organization. They will support and build collaborations and partnerships throughout the team. They will help lead our work to dismantle white supremacy as it appears both within philanthropy and within our organization. [Our current strategic plan can be found here.](#)

**Skills**

- Strong commitment to anti-racism and social justice values
- Knowledge of grassroots community organizing in New York City and/or the Hudson Valley
- Experience with grantmaking and building relationships with philanthropic partners including individuals, foundations, and collaborative giving communities
- Strong leadership, facilitation, and collaborative management skills
- People skills; experience working in a cross-class, multi-racial workplace and community with a social justice lens
- Excellent communications skills
- Strong attention to detail and organizational skills; ability to handle multiple projects simultaneously; and strong problem-solving abilities

**Compensation**

The salary range for this role is between $106,000 and $133,000, commensurate with skills and experience, plus excellent benefits. [North Star Fund is committed to posting salary information that is accurate and not based on individualized negotiation.](#)

**Physical Requirements**

Must be able to use a computer for email and video meetings. Occasional travel within New York City and the Hudson Valley.

**To Apply**

[Use the form at the job posting on our website.](#) We appreciate all submissions, but please be advised that our capacity allows us to only respond to those best qualified for the position.

**No calls, please.** The first review of applications will happen after July 7, 2021.
North Star Fund is firmly committed to equity and diversity and to the recruitment and retention of people from backgrounds traditionally excluded from philanthropy, including Black, Indigenous and people of color, women, LGBTQ, elders, and disabled people. You can learn more about our hiring practices here.