

Funders for LGBTQ Issues
Job Posting: Director of Engagement

Reports to: President
FLSA: Exempt (Full Time)
Location: New York/Flexible

About Funders for LGBTQ Issues

Funders for LGBTQ Issues is a network of foundations and corporations committed to advancing equality and well-being for lesbian, gay, bisexual, and transgender communities. We provide three key services for the field:

- 1) Organizing convenings and forums for LGBTQ funders to connect, coordinate their efforts, learn from each other, and maximize their impact.
- 2) Expanding the scale and reach of philanthropic resources for LGBTQ communities by building relationships with a wide range of foundations, corporations, and other partners.
- 3) Providing up-to-the minute information, research, and resources on LGBTQ grantmaking for the benefit of funders and the broader LGBTQ movement.

Funders for LGBTQ Issues is at a turning point. In December 2012, the organization hired a new chief executive for the first time in seven years. A recent organizational assessment identified assets to build on, such as a track record of generating useful research for the field, a strong commitment to social justice, and the growing number of funders interested in supporting LGBTQ issues. The organization also has an invaluable opportunity to increase its impact by working collaboratively with its members to engage new funders in supporting LGBTQ rights. Given that foundations tend to focus their work in specific program areas, a crucial part of the organization's growth will entail developing the capacity to articulate and promote the connections between LGBTQ issues and a range of funding priorities, such as children, youth & families; civic engagement & voting rights; economic opportunity, housing, and workforce development; education; health; immigrant rights; international human rights; racial justice and communities of color; and reproductive justice and women's rights.

Overview of the Position

The Director of Engagement is a new position that will serve a crucial leadership role in implementing the organization's new direction and focus on collaboratively engaging both new and long-time funders in LGBTQ issues. The three key areas of responsibility are:

- (1) **Building relationships** with an assigned portfolio of funders for specific program areas, including identifying and cultivating new prospects for **fund development**.
- (2) **Facilitating coordination and collaboration** among LGBTQ funders, including coordination of working groups and collaborative funding initiatives around specific issues.
- (3) Working collaboratively with members to develop and implement **funder convenings**, including briefings, webinars, and an annual conference.

Funders for LGBTQ Issues is based in New York City. There is openness to candidates who would work remotely, particularly for strong candidates based in places that are hubs for philanthropy and/or LGBTQ communities.

Responsibilities

Build Relationships and Raise Funds

- Develop and maintain relationships with an assigned portfolio of members and funders, which will be based on the successful candidate's areas of expertise (e.g., health funders, funders in the Southwest).
- Identify and cultivate relationships with new prospective members and funders.
- Assist with conceptualization and writing of grant proposals, reports, and other documents needed for fund development and external communications.

Facilitate Coordination and Collaboration among LGBTQ Funders

- Develop and implement an annual plan for engaging members and other funders for the advancement of LGBTQ philanthropy in a way that is responsive to both community needs and areas of funder interest.
- Coordinate working groups and cohorts of funders, such as the Majority Working Group on funding for LGBTQ communities of color, with a focus on facilitating member leadership and advancing both mutual learning and substantive contributions to the philanthropic field.
- Develop and facilitate funding partnerships and collaborative initiatives for collective impact around areas of unmet need for LGBTQ communities.
- Oversee the development of regular reports and briefing papers that distill learnings, new models, and promising practices from Funders for LGBTQ events and from members' grantmaking for dissemination to the wider philanthropic community.

Work Collaboratively with Members to Develop and Implement Funder Convenings

- Conceptualize and develop a programmatic calendar and system for ongoing engagement of members in a wide range of compelling year-round convenings and forums that offer meaningful opportunities for network-building, learning, and coordination.
- Convene and lead a planning committee in the conceptualization, design, and execution of an annual conference that helps funders to strengthen their grantmaking in LGBTQ issues.
- Work collaboratively with members to organize regular webinars, funder briefings, and other gatherings that address a range of issues affecting LGBTQ communities.
- Manage and supervise program and event-related interns, consultants, and speakers.

Qualifications

Four qualities are absolutely **essential** for any applicant:

- An excellent **relationship builder**, with at least some experience in **philanthropy**, grantmaking, and/or fundraising and funder relations.
- Broad understanding and commitment to **LGBTQ issues**, and, ideally, in-depth knowledge of at least one or two subject areas that affect LGBTQ communities, such as economic opportunity, education, health, immigration, international human rights, racial justice & communities of color, reproductive justice & women's rights.

- Experience leading partnerships or **collaborative efforts**, with a demonstrated capacity to bring together diverse stakeholders and build consensus while maintaining a clear focus on impact and results.
- A strong commitment to **social justice** combined with a **pragmatic**, problem-solving approach and an **openness** to understanding and engaging people and institutions representing diverse viewpoints and theories of change.

The successful candidate will also possess these qualifications:

- Strong writing and oral communications skills.
- Ability to synthesize ideas in a succinct and compelling manner.
- Self-starter with ability to work effectively as part of a small and highly motivated team.
- Ability to prioritize and juggle multiple projects and deadlines while advancing long-term organizational goals.
- Willingness to travel 1-2 times per month.
- Excellent sense of humor.

Salary is commensurate with experience. Excellent benefits, including full medical, retirement plan contributions, and generous holidays and vacation schedule. Flexible work hours friendly to balancing work and personal obligations.

To apply, please send a cover letter and resume in Word or PDF format to marvin@lgbtfunders.org. Please place “Director of Engagement position” in the subject line. For more information on Funders for LGBTQ Issues visit our website at www.lgbtfunders.org.

Funders for LGBTQ Issues is an Equal Opportunity Employer committed to building the leadership of people of color, women, transgender and gender non-conforming individuals.