

# Just Beginnings Collaborative

## JUST BEGINNINGS COLLABORATIVE EXECUTIVE DIRECTOR/CO-DIRECTOR TEAM [JOB ANNOUNCEMENT](#)

### Overview

We seek a bold, principled and visionary Executive Director or a Co-Director Team with the ability to galvanize and align a community of funders, activists, scholars, and service providers to advance a vibrant, inclusive and impactful national movement to end child sexual abuse.

### Organizational Background

The Just Beginnings Collaborative (JBC) is a capacity-building platform designed to nourish and fund strategic efforts to end child sexual abuse. It is the strategic home for a community of funders who care about this issue and want to achieve greater impact than would be possible on their own.

JBC grew out of a multi-year partnership between the NoVo Foundation and the Ms. Foundation for Women. In 2015, JBC became a fiscally-sponsored project of Rockefeller Philanthropy Advisors with funding from the NoVo Foundation.

Over the past four years, JBC has pursued three major priorities:

#### **1) Strengthen the capacity of leaders and organizations working to end child sexual abuse**

We are animated by a vision for a movement with strong leaders and organizations that have the supports and capacity to end child sexual abuse. To this end, we invest in leaders to share best practices and to forge collaborative efforts when viable. While deepening our collective analysis is important, JBC's role, first and foremost, is to ensure that leaders and organizations are properly resourced. We have provided stable multi-year funding and capacity building support that has allowed organizations and leaders, perhaps for the first time, to think about the long-range vision of their work. This shift has transformed our grantees' ability to approach their work strategically, adequately staff projects, develop and test strategies, form new collaborations, and ultimately achieve measurable impact.

#### **2) Foster connection between child sexual abuse and other social justice movements**

JBC supports grantees in their efforts to connect child sexual abuse to the issues addressed by other social change movements, such as adult sexual assault and LGBTQ liberation. Grantees have been given the opportunity to subsidize travel to conferences such as Creating Change, National Sexual Assault Conference, Race Forward, and others. This engagement has helped us navigate the pathway between child sexual abuse and

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other movements, has deepened our intersectional analysis of how child sexual abuse is impacted by other forms of oppression, and has created opportunities for grantees to pursue funding outside of the child sexual abuse sector.

### **3) Create a community of investors committed to the long-term sustainability of this work**

The Just Beginnings Collaborative is committed to the long-term sustainability of this work and that requires putting child sexual abuse on the philanthropic map. We aim to create a visible and strategic home for funders who care about this issue and want to have an impact greater than what they can do on their own. This year marks an important milestone as we begin to expand JBC's Steering Committee. We are building the collaborative by reaching out to foundations who are aligned with our vision. Increasing the resources available to grantees will be an important role of JBC's new leadership, working in concert with the Steering Committee.

It is anticipated that the above priorities will be further shaped after the new leadership is on board, in a collaborative process that adheres to the mission and values of JBC.

### **The Opportunity**

We are seeking authentic, inclusive, curious, and inspiring leadership. JBC's next leader will be called upon to engage the efforts of advocates within the social welfare system, social justice sector, education system, philanthropic sector, and others.

We envision a movement to end child sexual abuse that centers the work of survivor-leaders, promotes trauma-informed interventions and healing justice, advances dialogue and solutions that emphasize gender and race equity, and adapts knowledge and strategies from relevant, parallel social change movements. The ideal candidate(s) will exhibit a walking-with style of leadership that lifts up survivor-leaders and other traditionally marginalized voices.

In addition to reviewing applications for an Executive Director or Co-Director team, JBC is open to considering alternative leadership models (e.g. Executive Director plus Deputy Director team).

### **Key Responsibilities**

- Facilitate the development of a strategic action plan to advance JBC's vision and goals, in tandem with the Steering Committee, and oversee its implementation.
- Build strong partnerships with the Steering Committee, grantees, funders and other partners, to advance JBC's strategic priorities and foster liberatory and healing justice practices.
- Oversee the daily operations of the organization.

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- Hire, manage and develop a staff team, including ground-level decision making around organizational structure and staff recruitment.
- Represent JBC at meetings, events, and conferences, including a commitment to a robust schedule of public speaking engagements and professional writing/publication.
- Ensure the financial health of the organization by securing revenue and managing a budget that is presently \$1.75 million and is expected to grow to at least \$5 million.
- In concert with the Steering Committee, lead all fundraising efforts including expanding the number of individual donors, family foundations and private foundations supporting this work.
- Further develop JBC's programs to cultivate donors, make grants, strengthen organizations, and shift the culture on child sexual abuse.

The Executive Director or Co-Director Team will report to JBC's active 7-member Steering Committee. The executive leader(s) will work in collaboration with a growing community of funders and a cohort of organizational grantees who bring an array of experiences and perspectives.

## **Characteristics We Seek**

While we understand that no candidate may embody every skill or quality, the successful candidate(s) will demonstrate many of the qualifications and attributes listed in the sections below.

## **Preferred Experience**

- A record of transformational leadership within collaborative, movement-driven organizations, networks, campaigns or philanthropic vehicles.
- A minimum of 5 years of leadership in a nonprofit organization, foundation, social enterprise, network or other entity, with demonstrable experience in supervising staff, developing and managing budgets, articulating a strategic vision, and collaborating with funders, survivor-leaders and other stakeholders.
- Substantive knowledge of the field of child sexual abuse or adult sexual assault.
- A sophisticated analysis of gender, gender identity, sexual orientation, race, ability, and class, along with the embodiment of practices that recognize how interlocking systems of oppression operate within ourselves and within communities.
- A proven track record for developing visionary ideas and innovative strategies, and then implementing them through concrete action plans.
- Experience leading an emerging organization, network or campaign from the ground up.

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## Desired Skills and Attributes

- The ability to work effectively with both funders and grantees and to navigate the role of a philanthropic body that is resourcing the development of a movement.
- An adaptive, collaborative, and compassionate leadership style with the ability to problem-solve, navigate complex situations, facilitate groups, foster positive dialogue, resolve and transform conflicts, and forge respectful, trusted relationships with diverse partners.
- A fundamental belief in the wisdom of those with lived experiences and a desire to center that leadership in the movement and JBC as an organization.
- Comfort and experience working with survivors in a manner that reflects a nuanced understanding of the impact of trauma and how it shows up, and with the ability to hold space for diverse perspectives and approaches.
- Acumen and enthusiasm for fundraising that is evidenced by prior development experience or transferable skills combined with the willingness to learn.
- A self-reflective coaching and supervision style that encourages collaboration and community with diverse staff, grantees, partners and volunteers, including staff who work remotely, and that holds space for all people to rise.
- A grounded understanding of the principles of disability justice and healing justice.
- A high level of emotional intelligence, cultural humility, and the capacity for self-reflection, self-accountability, and self-improvement.
- Basic marketing and media savvy, including a knowledge of brand-building.
- Persuasive public speaking skills grounded in knowledge and authenticity.
- Outstanding written and oral communication skills that are effective across diverse audiences and stakeholders.
- Familiarity with the terrain, strategies and lessons learned from allied social change movements.

**Geographic Location:** Flexible. The NoVo Foundation and Rockefeller Philanthropy Advisors are headquartered in New York City and grantees and advisors are located across the country. Residence in New York is not required, however, the Executive Director or Co-Director Team will be expected to periodically visit the offices of the NoVo Foundation and Rockefeller Philanthropy Advisors.

**Travel:** Candidates must be willing to travel nationally and extensively in order to represent the Just Beginning Collaborative.

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**Salary:** Up to \$150,000 depending on experience, plus a competitive compensation and benefits package that includes health coverage, retirement benefits, paid sick leave, vacation and holidays, tuition reimbursement, and access to professional development resources.

**Equal Opportunity Employment:** As a project of Rockefeller Philanthropy Advisors, the Just Beginnings Collaborative is an equal opportunity employer. We prioritize the leadership of people of color and LGBTQ individuals, and we strongly encourage people of all traditionally marginalized identities as well as survivors with lived experience to apply. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.

## To Apply

[Strategies for Social Change](#)® LLC, a woman of color owned and led capacity building and leadership development practice dedicated to working with social justice organizations, is conducting the executive search and leadership transition process.

Nominations, inquiries and application materials should be submitted in confidence to [edsearch@justbeginnings.org](mailto:edsearch@justbeginnings.org). While the application deadline is September 13, 2019, applications will be reviewed on a rolling basis, and candidates are encouraged to submit before the deadline.

Applications must be submitted electronically as a single PDF. Please include a résumé, three references, and a cover letter that addresses:

- 1) Why are you interested in working with the Just Beginnings Collaborative?
- 2) What do you believe you would bring to the position of Executive Director or Co-Director?
- 3) How are your past accomplishments relevant to this position?

## Instructions for Co-Director Applicants

For candidates applying as Co-Director teams, we ask that you provide -- in addition to individual résumés, references, and the cover letter noted above -- a proposal (2-4 pages) detailing your shared vision for the division of roles and responsibilities between the co-applicants.

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## Next Steps

All inquiries and applications will be kept confidential. Résumés will be reviewed on a rolling basis. As we expect to hear from many qualified candidates, we recommend submitting applications as soon as possible and no later than September 13, 2019.

For more information about the [Just Beginnings Collaborative](http://www.justbeginnings.org), please visit [www.justbeginnings.org](http://www.justbeginnings.org).

Questions about the position and search can be conveyed to Shella Brenner, Associate Consultant, Strategies for Social Change at [shella@strategiesforsocialchange.com](mailto:shella@strategiesforsocialchange.com).