Career Opportunity

Louisiana Alliance Executive Director

Louisiana Alliance seeks a seasoned nonprofit leader to become our first executive director

The Louisiana Alliance, a new progressive donor network launched in 2022, seeks its first ED to join us in building an organization from the ground up, moving resources on a meaningful state-wide scale in order to make Louisiana a more just, equitable, and healthy place to live now and for future generations.

Our first ED will oversee a period of significant growth, spending time building trust, accountability, and relationships with stakeholders across the state’s political ecosystem, developing organizational systems and capacity, designing and implementing fundraising and communications strategies, and building community investment strategies that direct resources equitably to under-resourced on the ground organizations in order to strengthen capacity and fill gaps within the state’s progressive infrastructure.

We seek candidates who share our belief in the power of collective action, are racial and gender justice power builders with Louisiana roots and experience, bring seasoned and grounded coalition leadership experience, are experienced nonprofit managers with the skills to build an organization from the ground up, are fearless fundraisers with the ability to tell a powerful story, and are adept political strategists with direct experience in grassroots civic engagement.

Join us in investing in solutions at the scale of the challenges we face.

POSTING DATE:
June 15, 2023
Applications submitted by July 13, 2023 will be given full consideration; early applications are strongly encouraged.

LOCATION:
Louisiana. Opportunity to work remotely from within the state.

SALARY RANGE:
$125,000 - $150,000 annualized salary, plus generous benefits and paid time off.

APPLY NOW
REFER SOMEONE
ABOUT THE LOUISIANA ALLIANCE

The Louisiana Alliance is a partnership of activist donors dedicated to investing in critical infrastructure for long-term political and policy change in Louisiana. Alliance resources will support strategically aligned non-profit organizations to:

- Build long-term civic engagement.
- Create more representative governance, with a focus on gender and racial equity and economic justice.
- Advocate for equal access to the ballot and protect voters’ rights.
- Build leadership pipelines to recruit and train future public leaders.

The Alliance will use pooled funds, initially in a 501(c)(3) structure with plans to launch a 501(c)(4) in the future, and will build on models from other states that have successfully changed their political landscapes.

Our Vision: hope for our future
An equitable, just, and engaged Louisiana where all can thrive.

Our Mission: unique in Louisiana
We are a community of committed activist donors dedicated to building, supporting, and funding a strategic, enduring, progressive movement that invests in all people in Louisiana.

Our Strategy: long-term success

- Convene like-minded donors to strategically invest in shared goals/vision.
- Support increased capacity for and enhanced collaboration, coordination, and alignment within Louisiana’s civic engagement sector.
- Fund infrastructure to fill communications, organizational, and data gaps.
- Invest in organizations/projects that have long-term, measurable impact.

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Our History and Ideals

Louisiana Alliance came together in 2021 through a dedicated effort that involved donors, activists, and community members from different parts of the state of Louisiana. Energy for the effort grew rapidly, and by 2022 we became fiscally sponsored by NEO Philanthropy, a 501(c)(3) public charity committed to building strong social justice movements.

Since then, the board has been working diligently to prepare for organizational growth and has raised a year one budget of $300,000, secured multi-year commitments from a growing number of donor members, and is ready to welcome in its first paid staff member. We anticipate significant growth in the first few years of our existence and expect the team to grow in both staff size and in grant dollars going out the door.

Though our model of political philanthropy will be unique in Louisiana, we are one of more than 35 state-based progressive political donor alliances across the country that we collaborate with and learn from on a regular basis.

WE BELIEVE CHANGE IS POSSIBLE

We are deeply inspired by progressive wins in Louisiana and other southern states, and believe that change is possible, while holding a pragmatic and clear-eyed perspective on the challenges we face in a deeply conservative state.

WE APPROACH ALL OF OUR WORK THROUGH AN EQUITY LENS

We approach all of our work through a race and gender equity lens, including our fundraising efforts to build a strong cadre of progressive donors who reflect Louisiana’s demographics and geographies, and who are working in solidarity with communities on the ground to create lasting change.

WE ARE IN IT FOR THE LONG HAUL

We know that we must intentionally focus on building the alliance’s organizational capacity and infrastructure in this next phase, so that the mission can be fully operationalized and sustained for the long-term.
The Opportunity: Our First Executive Director

*Make Louisiana a more just, equitable, and healthy place to live now and for future generations*

This is an exciting opportunity to join a new organization at its beginning and help set the stage for a sustained effort that shifts the balance of power in Louisiana, building and moving resources on a meaningful state-wide scale, and creating a more representative government that passes progressive policies on behalf of all of us.

**Essential Duties of the Executive Director**

As a new organization, we anticipate significant growth in the first few years of our existence and expect the Executive Director to be spending the bulk of their time building trust, accountability, and relationships with stakeholders across the state’s political ecosystem, especially progressive leaders and organizations working on the ground.

The Executive Director will not work in isolation - they will join the team of initial founders and a growing board, and be responsible for the following essential duties in this initial phase of the organization’s life:

**Organizational Systems and Capacity**

- Manage day to day operations of the start-up, including building systems for organizational processes and equitable decision-making
- Support the board to create and sustain an effective governance structure
- In partnership with the board, establish organizational goals that engage members and partners in meeting desired long term program and policy outcomes
- Determine timing and plan for hiring of additional staff and/or contract support

**Community Investment Strategies**

- Establish a vision and plan for community investment strategies that invest resources equitably & strategically to strengthen capacity and fill gaps within the state’s progressive infrastructure, including - when needed - investing in new organizations or initiatives in alignment with existing ones
- Partner with grassroots organizations, with priority on BIPOC-led groups, across the state, directing resources to under-resourced, on the ground organizations
- Work to ensure community investment strategies are fostering alignment, not competition, within the ecosystem
- Apply rigorous analytical criteria to investments, deliverables, and measurement of outcomes

**Fundraising and Communications**

- In partnership with the board, establish strong relationships with current members, attract new members, and oversee member stewardship activities, building a donor network that reflects the diversity of communities across the state of Louisiana
- Develop inspiring and effective presentations and materials
- Build connections with regional and national funders
The Ideal Candidate

We welcome candidates who believe in the power of collective action and who share our commitment to building long-term progressive political and policy change in Louisiana. While we don’t expect candidates to be an expert in everything, we seek a leader who possesses many of the following key qualifications listed below and who is able to identify where they will need to develop further:

A RACIAL AND GENDER JUSTICE POWER BUILDER with Louisiana roots and experience

- Understanding of, past or current work experience in, and/or the ability to adeptly navigate the rich and unique culture of Louisiana – across the diversity of our state’s racial, social, economic, geographic, and political demographics
- Experience working within underserved, underrepresented, and systematically-oppressed communities
- Professional and/or lived experience working with or in BIPOC communities

AN EXPERIENCED NONPROFIT MANAGER with the skills to build an organization from the ground up

- Experience building and managing a financially sustainable organization or program
- Demonstrated ability to set up new administrative and financial systems and structures; familiarity with c3 and c4 entities and grant-making processes a plus but not required
- Experience and ability to partner with a board of directors and excited to engage them in furthering the organization’s mission

AN ADEPT POLITICAL STRATEGIST with direct experience in grassroots civic engagement

- High level understanding of social and political change strategies and progressive movements backed by direct experience with grassroots and/or electoral efforts
- Ability to think outside of existing frameworks and how things have “always been done”
- An understanding of how to navigate within deeply divisive political agendas, within a deeply conservative state
- Experience with community investment strategies and how goals are met through pooled resources

A SEASONED AND GROUNDED LEADER with exceptional relationship-building skills

- Experience building coalitions with diverse stakeholders, particularly with grassroots political organizations and activists
- A natural consensus-builder who is known for a high degree of transparency and accountability
- Ability to listen for understanding, while also inspiring confidence and holding a vision
- Tenacity to work through obstacles, setbacks, egos, and competing demands

A FEARLESS FUNDRAISER with the ability to tell a powerful story

- Adept at building authentic donor relationships that center the voices and expertise of communities on the ground
- Versatile at working across existing and new generations of donors
- Past experience working with, engaging, cultivating, and stewarding major donors is a plus
Compensation and Benefits

This is a full-time salaried position. The expected salary range is between $125,000 and $150,000 per year, depending on qualifications and experience.

The Louisiana Alliance expects the Executive Director to work remotely from within the state of Louisiana, and should anticipate some regular in-person work and travel across the state as well as occasionally in other parts of the country.

Through our fiscal agent, NEO Philanthropy, we are pleased to offer an extensive range of benefits that the Executive Director and their family can take advantage of during their employment, starting on their date of hire. This includes:

- a choice of comprehensive medical, dental, prescription drug, and vision plans
- the option to enroll in an employer-sponsored flexible spending account
- access to a free employee assistance program
- employer-paid short and long-term disability benefits
- generous paid time off and leave policies, including 20 paid vacation days, 10 paid holidays, sick leave, and unpaid leave. Louisiana Alliance’s offices are also closed December 26 - January 1.

NEO follows CDC guidance regarding staying up to date with COVID-19 vaccinations and boosters. Accordingly, and in order to ensure the wellness and safety of our staff to the greatest extent possible, NEO requires the COVID-19 vaccination and boosters for all staff. Requests for medical and/or religious exemptions from the vaccination requirement will be considered on an individual basis.

Commitment to Equity

The Louisiana Alliance is deeply committed to race and gender equity, and to building an organization reflective of our community’s demographics. We welcome applicants of every status from every demographic and strongly encourage women and people of color to apply.

How to Apply

To apply, follow this link: https://cloversearchworks.hire.trakstar.com/jobs/fk0xnme

Online applications only, please no email or paper submissions. You will be asked to upload a cover letter and resume. In your cover letter, please describe as specifically as you can how your experience, interests, and values are a fit with Louisiana Alliance’s goals, mission, and vision for the future as described in this announcement.

Applications received by July 13, 2023 will be given full consideration; early applications are strongly encouraged! All applications will be acknowledged via an email receipt. Consideration will be given to applications as soon as they are received; we anticipate a combination of phone, virtual, and in-person interviewing to begin in mid-July and continue into August and early September.

Questions regarding this opportunity are welcome and can be directed to Julie Edsforth of Clover Search Works: julie@cloversearchworks.com | 206-979-0514.

Clover Search Works is honored to partner with Louisiana Alliance in this search.

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