

POSITION DESCRIPTION

Title:	Director of Movement Partnerships
Position:	Full time, Exempt
Team:	Global Programs
Location:	Remote
Salary:	USD 140,220
Reports to:	Vice President - Global Programs

Position Profile and Summary:

We are excited to engage a deeply skilled and highly collaborative senior leader to serve as our **Director of Movement Partnerships (DMP)** and to join our Global Programs team. The successful candidate will bring to this role their significant skills as a seasoned leader, manager, and connector, grounded in direct experience working with communities in the Global South on issues of economic justice, food sovereignty, and climate justice. The ideal candidate is committed to moving resources to the frontlines of change, is motivated by funding movements at the scale of their visions, and thrives in dynamic environments where growth and change are rooted in values and movement partnerships.

The DMP will manage four direct reports including three Regional Directors and a Director of Grants Operations, while reporting to the Vice President of Global Programs and sitting with the Global Programs team. The DMP will also collaborate closely with colleagues in Communications, Philanthropic Partnerships, including donor education, Learning Initiatives, Finance, and Operations to strengthen Thousand Currents' work. The DMP brings to this role a strong commitment to ensuring funding serves the interests and priorities of our movement partners and is driven by their visions and strategies. The DMP is a strategic thinker and systems leader who thrives in managing and leading teams, meeting goals, nurturing strong external relationships and solving problems as they arise.

About Thousand Currents:

For nearly four decades, Thousand Currents has invested in and learned from more than 1,000 community-led initiatives in over 40 countries. Today, Thousand Currents is a public foundation funding grassroots organizing that addresses the interdependent issues of food sovereignty, alternative economies, and climate justice in the Global South. We partner with an ecosystem of grassroots-based

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formations, including, but not limited to, movements, grassroots groups, and research institutions in Africa, Asia, the Pacific, and Latin America.

Too often, resource and investment decisions are made without the input and participation of the people who contribute the least to – and are most impacted by – large-scale global problems like climate change, inequality, poverty, and corporate-based food systems. Thousand Currents has intentionally flipped this dynamic, choosing instead to build long-term partnerships with movements and organizations led by women, youth and Indigenous Peoples.

This means honoring their leadership and wisdom, their right to self-determination, and their transformative solutions to global challenges. In addition to long-term flexible partnership and financial resources, we support our partners in strengthening their impact by linking them with each other and with broader social change movements at regional, national, and global levels through convenings, learning exchanges, and conferences; facilitating the creation and sharing of knowledge practices and resources; and amplifying their solutions to redirect the flow of resources and relationships within philanthropy.

At the same time, we use our position and influence as a vocal and visible advocate for grassroots-led social change, bridging emerging approaches and learnings from the Global South with philanthropic models and practices from the Global North. The values that underpin and shape our work and approach are **courage, humility, creative collaboration, experimentation, and interdependence**. These values have allowed us to create new -- respectful -- models of partnership and collaboration.

Essential Functions:

1. Lead and oversee our movement partnerships work: 60%

The Director of Movement Partnerships will oversee 4 direct reports including three Regional Directors (Asia and the Pacific, Africa, and Latin America and the Caribbean) and the Director of Grants Operations. The DGP will:

- Deepen and grow our grantmaking program by increasing partnerships, evaluating and strengthening grantmaking systems and practices, and supporting the leadership of our programs staff;
- Guide and lead budget and workplan development and monitoring with direct reports;
- Develop a clear plan and strategy for programs management to ensure

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effective implementation;

- Work collaboratively with Regional Directors to develop a philanthropic advocacy plan to amplify the work of our partners across philanthropic spaces;
- Support the Director of Grants Operations to ensure grantmaking processes, compliance measures (in collaboration with the Operations team) and partner information management systems are regularly evaluated and improvements implemented where needed to increase efficiency for Thousand Currents staff and our partners;
- Cultivate a learning culture amongst a growing team and, in collaboration with the Learning and Impact team, ensuring a program wide implementation of a learning and impact process;
- Support the Vice President of Global Programs to forge partnerships with external stakeholders to mobilize support to climate justice, food sovereignty, and economic justice movements.

2. Contribute to Donor Organizing, Fundraising, Organizational Learning, Communications, and Alliance-building: 30%

Integrate learning from the regional work into donor organizing and organizational learning and strategy development at Thousand Currents. This includes but is not limited to:

- Ensure the senior leadership team receive consistent, high-quality information about the regional programs to be able to share with donors and external audiences;
- Support with securing new sources of funding in line with organizational and program strategies;
- Contribute to donor education and donor organizing work in collaboration with the Philanthropic Partnerships team;
- Work with the Philanthropic Partnerships team, Grants Operations team, and the Director of Global Programs to manage restricted funding, including joining donor calls and contributing to donor reports and proposals;
- Share lessons internally with Thousand Currents staff and board and externally through contributing to briefs, evaluations, webinars, blogs, and public speaking opportunities;
- Work with communications staff to articulate Thousand Currents' partnership model and to support the narrative shift work of the organization;
- Maintain and deepen understanding of trends in philanthropic giving and social change and provide research on trends and opportunities in Thousand Currents' funding areas in response to requests.

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3. Participate in organization-wide learning, cross-program partnership and administrative efficiency: 10%

Along with all other staff, this position contributes to Thousand Currents' culture of teamwork and continuous learning and does what it takes to ensure that Thousand Currents staff collaborate and support each other within and across programs and excel in an environment where every member takes care of their own basic administrative needs. This includes but is not limited to:

- Showing up fully for learning and planning activities, including staff meetings, retreats, trainings, planning, and strategy sessions;
- Pitching in when needed for organization-wide activities, such as the Thousand Currents Academy, annual events, fundraising drives, partner visits etc.;
- Supervising and project management of relevant volunteers and interns, and ensuring that they have a positive learning experience at Thousand Currents; and
- Managing your own regular administration, including timely submission of receipts, reimbursement requests, scheduling, travel planning, filing HR paperwork etc.

Note: Thousand Currents is committed to responding flexibly to changing circumstances and priorities which means that the expectations of every position are dynamic. This description reflects the assignment of essential functions, but does not proscribe or restrict the tasks that may be assigned

Key skills and experience:

KNOWLEDGE, SKILLS, AND ABILITIES:

- Commitment to Thousand Currents' [vision](#); proven strategic planning experience; outstanding critical thinking skills, and the flexibility to change course as needed;
- Excellent analytical skills to ensure strong learning, evaluation, and impact assessment;
- Understanding of social, cultural, political, ecological, and economic conditions across the regions we work in;
- Proven cross-cultural relationship-building skills with demonstrated cultural competency and resourcefulness;
- Strong communication skills, particularly writing, editing, and synthesizing complex information;

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- Excellent organizational skills with the ability to manage multiple staff, priorities, and work under deadlines;
- Ability to work collaboratively, independently, proactively, creatively, and respectfully in a virtual team environment with multiple constituencies and audiences;
- Strong judgment and discretion in dealing with sensitive information;
- Ability to participate in team and staff meetings that may occur during early morning or later evening hours, depending on local time zone
- Proficiency in written and spoken English is required and proficiency in additional language(s), in particular Spanish and/or Portuguese and/or French and/or Arabic, is an asset;
- Proficiency in, or willingness to learn, MS Office, Salesforce, Egnyte, Slack and Asana;

EDUCATION AND EXPERIENCE:

- At least 8 years' senior level management experience in a non-profit organization or foundation with a progressive social justice lens;
- Experience with global grantmaking, including growing grantmaking portfolios;
- At least a Bachelor's, preferably Master's degree in a relevant field, or equivalent experience;
- Experience working with or a strong understanding of movements and movement support organizations across the Global South working on food sovereignty, economic justice, and climate justice;
- Demonstrated organizational development experience;
- Proven ability to lead and align collaborative cross-functional teams and to support and inspire the leadership capacity of an international team;
- Proven experience of supervising staff and volunteers.

PHYSICAL REQUIREMENTS: The physical demands of this position are light with the expectation that the staff person can exert up to 20 lbs. of force occasionally, and/or up to 10 lbs. of force frequently, and/or a negligible amount of force constantly to move objects. Light work usually requires walking or standing to a significant degree. Physical demands are in excess of those of sedentary work. The position requires frequent computer use at a workstation. As Thousand Currents staff work in a number of locations and come together for meetings on occasion, all staff must be able to travel by car and plane to meetings at locations nationally and internationally. Availability to travel and maintenance of a valid passport is required. National or international travel represents approximately 30% of the time for this position. Thousand Currents will make reasonable accommodations in compliance with the Americans with Disabilities Act of 1990. This job description and its physical

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requirements will be reviewed periodically as duties and responsibilities change with business necessity. Essential and marginal job functions are subject to modification.

EQUAL EMPLOYMENT OPPORTUNITY: Thousand Currents is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, and bilingual and bicultural individuals, as well as members of the lesbian, gay, bisexual, and transgender communities. Applicants shall not be discriminated against because of race, religion, sex, national origin, ethnicity, age, disability, political affiliation, sexual orientation, gender identity, color, marital status, or medical condition including acquired immune deficiency syndrome (AIDS) and AIDS-related conditions.

HOW TO APPLY: Please submit a writing sample, a cover letter, maximum of one page, and a resume to jobs@thousandcurrents.org with “Director of Movement Partnerships Application” in the subject line by September 15, 2023. Due to the volume of applications, we will only contact applicants that have been moved to interview rounds.