

Senior Director, Community Engagement and Organizing

National Asian Pacific American Women's Forum

Remote

Salary: \$100,000 - \$150,000



The Organization

Founded in 1996 by 100 Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women, NAPAWF (National Asian Pacific American Women's Forum) is the only organization dedicated to empowering AANHPI women and girls and gender non-conforming folks to impact policy and drive systemic change in the U.S. NAPAWF is building a movement for social, political, and structural change by building a multilingual, multigenerational membership that encompasses the diversity of the AANHPI community.

Employing a reproductive justice framework, we use organizing, advocacy, and communications strategies to assert full agency over our lives, our families, and our communities. The organization also stands in solidarity with other women of color facing oppression and marginalization. NAPAWF focuses on three core issues employing an intersectional approach that holistically centers the experiences and stories of AANHPI women and girls:

- Reproductive Rights and Health
- Economic Justice
- Immigration and Racial Justice

The Position

The Senior Director, Community Engagement and Organizing ("Senior Director") at NAPAWF is a pivotal leadership role responsible for shaping and executing the organization's engagement strategy. This position will lead the development and expansion of the engagement team, focusing on base building, organizing, and leadership development. The Senior Director will leverage strategic partnerships and individual membership to drive impactful initiatives and create a robust subgrant process. This role requires visionary leadership, strategic thinking, and the ability to manage complex projects and large teams.

Engagement Strategy and Base Building

- Develop and implement a comprehensive engagement strategy to drive organizational growth and impact, so as to build the power and influence of AANHPI women and girls, and gender non-conforming individuals.
- Design and execute strategies for expanding the organization's base, including community organizing and grassroots mobilization.
- Enhance the effectiveness of base-building efforts through data-driven insights and continuous improvement.
- Develop and oversee programs focused on leadership development within the organization and the community.
- Identify and cultivate emerging leaders to advance NAPAWF's mission and objectives.

Strategic Partnerships and Individual Membership

- Forge and manage strategic partnerships with key stakeholders, including community organizations, advocacy groups, and other entities.
- Negotiate and manage partnership agreements, ensuring mutual benefit and alignment with NAPAWF's mission and objectives.
- Leverage partnerships to enhance engagement efforts and achieve strategic goals.
- Develop strategies to grow and engage individual membership at large, ensuring alignment with organizational priorities.
- Create and manage a subgrant process to support community-based initiatives and projects aligned with NAPAWF's mission.
- Monitor and evaluate the impact of funded initiatives, providing feedback and support to grantees to ensure successful outcomes and alignment with organizational goals.

Organizational Management

- Lead and mentor the engagement team, clearly defining roles and responsibilities. Implement training programs and professional development opportunities to maximize individual and team performance, ensuring alignment with organizational goals.
- Provide strategic leadership in strengthening internal communications and collaboration across the engagement team and other departments. Foster a collaborative and supportive work environment that encourages open dialogue and teamwork.
- Design and implement effective and equitable team processes, including goal-setting, task allocation, and performance evaluation, to enhance productivity and effectiveness.
- Organize and lead team-building activities that promote cohesion, collaboration, and a positive work culture.
- Conduct regular team meetings to promote communication, address challenges, and ensure alignment with organizational objectives and priorities.
- Manage the utilization and scheduling of workflow, project management tools, and stakeholder management systems. Ensure efficient and effective execution of development projects and initiatives.

THE IDEAL CANDIDATE

The ideal candidate for the Senior Director position possesses the following competencies:

Strategic Mindset	Drives Engagement	Builds Networks
Seeing ahead to future possibilities and translating them into breakthrough strategies.	Creating a climate where people are motivated to do their best to help the organization achieve its objectives.	Effectively building formal and informal relationship networks inside and outside the organization with key national partners.
Being Resilient	Manages Workflow	Builds Effective Teams
Rebounding from setbacks and adversity when facing difficult situations.	Providing direction, delegating, and removing obstacles to get work done.	Building strong teams by hiring and developing talent that applies their diverse skills and perspectives to achieve common goals.

Additional Qualifications

- 10+ years of experience in engagement, organizing, and leadership development, with a strong track record in strategic planning and team management.
- Highly advanced knowledge in engagement strategies, base building, and partnership development. Expertise in creating and managing subgrant processes.
- Experience organizing at the national or multi-state level, with the demonstrated ability to create nuanced strategies meeting the specific needs of each location.
- Competency with data interpretation and evaluation from Every Action, VAN, and other relevant programs to help facilitate base building and engagement efforts.
- Exceptional strategic thinking, problem-solving, and leadership skills. Strong ability to manage large teams and complex projects.
- Excellent communication and interpersonal skills, with the ability to effectively engage diverse stakeholders and convey complex concepts.
- Strong sense of personal pride in and responsibility for one's work.
- Entrepreneurial spirit and adaptable mindset.
- Active listener with the ability to synthesize information and translate into strategy and action plans.
- Self-motivation, accuracy, attention to detail, and ability to set and meet deadlines.
- Employs an asset and inquiry-based approach to problem-solving and is able to work both independently and as part of a cohesive team.
- Commitment to NAPAWF's mission.
- Ability to travel for meetings/events up to 25-40% per year.

WHO WE ARE

Work Environment

This position can work remotely in one of the following states: IL, FL, NY, CO, GA, PA, MN, TX, CA, DC.

NAPAWF is committed to public health, and to the safety and well being of our colleagues and visitors. As such we have adopted a policy requiring all employees to receive all recommended COVID-19 vaccines and boosters or to apply for and receive an exemption.

NAPAWF is an equal opportunity employer. We strongly encourage and seek applications from women, people of color, including 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, medical condition (cancer-related) or conditions Acquired Immune Deficiency Syndrome (AIDS) and AIDS-related conditions (ARC). Reasonable accommodation will be made so that qualified disabled applicants may participate in the application process. Please advise in writing of special needs at the time of application.

COMPENSATION AND BENEFITS

Salary

The annual salary range for this position is \$100,000-\$150,000 – salary commensurate with experience.

Benefits

A highly competitive benefits package includes a 401(k) plan, medical, dental, and vision insurance. NAPAWF covers all premiums and all out-of-pocket in-network expenses through a Health Reimbursement Account (including co-pays, deductibles, and coinsurances) - qualified dependents may also be covered. Coverage for employees and eligible dependents starts on day one.

NAPAWF also offers full-time employees 15 days of vacation in the first year, sick leave, flexible spending program options and personal/family leave, as well as paid vacation between December 25 and January 1 of each year.

TIMELINE AND NEXT STEPS

If you are interested in this position, please [click here](#). All applicants will receive an email confirming receipt of their application.

We encourage candidates of all backgrounds to apply even if you do not meet all of the qualifications outlined above. If you are selected to move forward for an initial screening call, we expect you to hear from us by early January.

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[Submit an application](#)