

solidaire

MOVEMENT PARTNERSHIPS & GRANTMAKING PRACTITIONER POSITION ANNOUNCEMENT

August 2022

Introduction. Solidaire Network is excited to share with our colleagues and partners an opening for a **Movement Partnerships and Grantmaking Practitioner (MPGP)**. Please feel free to share this announcement with values-aligned individuals who bring substantial experience working in grassroots organizations, movements and networks, as well as in or with philanthropic organizations that operate from a place of humility, solidarity and justice.

Background. Solidaire Network is a community of 300+ individual and institutional donor organizers, and 19 staff members who mobilize quickly to get critical resources and unprecedented amounts of solidarity to the frontlines of social justice movements.

The MPGP will join our Movement Partnerships & Grantmaking team currently composed of five talented team members supporting frontline movements, leaders and grantee partners in their work to advance racial, gender and climate justice.

Solidaire's grantmaking seeks to achieve five goals: **protect movements immediately; resource movement infrastructure; support resistance; fund imagination and futures; and liberate wealth.** We do this through three key grantmaking areas: the Movement Infrastructure Fund, Black Liberation Pooled Fund, and the Social Justice Funds Portfolio. To learn more about these, as well as the vision and goals for Solidaire's grantmaking, visit this [link](#).

Position Summary. The MPGP collaborates with staff on the MPG team and on our Donor Organizing & Political Education Team to advance Solidaire's goal to serve as a critical resource mobilization arm for movements in alignment with our [theory of liberation](#). To that end, the new MPG practitioner will manage grantmaking processes and mechanisms to move us towards our goal of moving \$1 bn to movement building by 2030. They will work to expand, refine, and leverage Solidaire's grantmaking mechanisms; with a focus on strengthening relationships with movement groups for long-term trust building and grantmaking rooted in movements' needs, aspirations and

dreams. This includes innovating grant processes based on input from movement leaders, nurturing just relations between movements and Solidaire staff and members, deepening partnerships and relationships with movement organizations, identifying and helping to creatively resource capacity needs of partners, strategically responding to general program inquiries, conducting research, and making grants.

Movement Building & Grantmaking Practitioner Essential functions:

- Demonstrate solidarity-based, rigorous partnership development and movement building in all aspects of grantmaking.
- Conduct outreach and strategically respond to inquiries rapidly from movement leaders to improve their understanding of Solidaire programs and grant making processes.
- Gather information and resources, and keep abreast of movement trends, players and innovations through relationship building and strategic partnerships.
- Ground grantmaking by understanding and communicating the resource development needs and challenges of movement organizations.
- Build authentic partnerships with movement formations working intersectionally on gender, climate, racial justice.
- Partner with movement groups and funding allies to identify and creatively resource organizations' capacity beyond Solidaire's grantmaking dollars.
- Collaborate with Solidaire's Donor Organizing and Education team to build community between members and grantee partners.
- Produce and coordinate monthly newsletter to grantee partners
- Steward capacity building support to movement partners, particularly funding to movement groups doing trainings
- Hold relationships with up to 50 movement organizations
- Help to move \$12M-\$14M annually to movement organizations, formations and ecosystems
- Align grantmaking and movement partnerships work to a long-term strategic orientation towards funding and resourcing movement infrastructure for sustainability and transformation.
- Update grant databases and maintain excellent records to ensure compliance with policies and procedures.
- Work collaboratively with the Grants Coordinator, Director of Movement Partnerships and Grantmaking, and other practitioners to ensure that Solidaire's grantmaking systems, processes and outcomes align with our Theory of Liberation.
- Contribute to Solidaire's culture of entrepreneurship, teamwork and continuous learning.

Experience and Qualifications of Our Ideal Candidate. While no one person will embody every quality, our ideal candidate will bring many of the qualifications and attributes listed below. We

strongly encourage applications from people with lived experience that reflects that of the Indigenous and Black-led movements we fund.

- Alignment with the vision and values of Solidaire Network including a strong racial, gender, class, and environmental/social justice lens.
- Eight years' experience working in grassroots, base building organizations, networks and movements that advance social, racial, economic and/or climate justice in the United States, or a combination of experience working in the above and with or within social justice philanthropic organizations that share a commitment to values of humility, solidarity and justice.
- Experiential knowledge of grantmaking and partnerships with movement organizations and Black and Indigenous-led organizing efforts.
- Proven experience in program and strategy development.
- Strong facilitation skills.
- Grounded and flexible with a high degree of integrity, transparency, and collaborative ability.
- Strong verbal and written communications skills.
- Able to pay close and consistent attention to details and accuracy.
- Ability to work on a virtual team and juggle multiple projects at once.

Our Team. Our staff is the heart and soul of Solidaire Network. As movement leaders, organizers and advocates ourselves, we approach this work with curiosity, integrity and the audacity to challenge the norms that our society has forced upon so many. We are committed to building culture change from the inside out so we can become an even more effective, aligned and powerful resource to our movement partners. Bring your authentic self and join us as we enact practices away from exploitation and extraction and towards abundance, connection and collective liberation.

Compensation, Benefits, Location: The starting salary for this full-time exempt position is \$100k with excellent benefits. Solidaire Network prioritizes its staff's well-being, health and work-life balance. This commitment is reflected in staff receiving fully paid health benefits for themselves and their family members, an employer sponsored 401K up to 10% of an employee's annual salary; a flexible work schedule, and a generous time off policy: 30 office holidays per year including a 5-day summer break and 10-day winter break; 20 days of paid vacation annually; 9 days sick/wellness leave, and more. **This is a U.S. based fully remote position.**

To Apply. Please submit your resume along with a thoughtful cover letter outlining your interest in Solidaire and fit for the role to jobs@solidairenetwork.org. Applications will be considered on a rolling basis, early applications are therefore encouraged. Open until filled.