

# NEW PLURALISTS

## Director of Ecosystem Strategy

*Remote*

New Pluralists Collaborative is a cross-ideological funder and field collaborative catalyzing a culture of pluralism in America. We believe the promise of pluralism is core to America realizing our founding ideals of liberty, equality, and justice. When we're able to live among, work with, and care about people who are different from us - including across race and ethnicity, faith, geography, and political affiliation - and when we can navigate conflict well, we can strengthen our communities, and solve the challenges we face as citizens of a healthy and peaceful democracy.

The work of living up to our founding ideals has been unfinished, with hopeful steps forward alongside profound failures. We continue to grapple with conflicts that go back to our country's founding, and while facing massive social upheavals and division accelerated by the pandemic, digital technology, economic and demographic shifts, and climate change. We are growing increasingly segregated and polarized along class, racial, religious, and ideological lines, and we are losing trust in each other and in the promise of participatory democracy.

### ***New Pluralists' North Star***

*If we do our work well, over time, we will catalyze a culture of belonging, one where we treat each other with curiosity, concern, and care across our differences, solve problems productively, and stand up for each other's dignity and wellbeing. More and more people will see themselves as part of America's story and journey from division into wholeness. We will see the ecosystem we've supported and nurtured is taking on a life of its own, where many types of organizations and communities adopt and adapt the best pluralistic practices to meet the needs of their different contexts. As a result, millions of Americans will have direct experiences and be the authors and agents of pluralism where they live, work, pray, and*

Like the problem, the solutions are complex. Tackling the root causes of divisiveness requires structural changes, and also that we shift our hearts and minds. Culture shapes the way we treat each other, what we consider "normal" or acceptable, and how we make sense of our own experiences. It transcends politics and specific law. Research suggests that most Americans are exhausted with the current climate, and are hungry for different ways to come together, navigate conflicts both big and small, and solve problems.

New Pluralists is meeting that hunger by inviting us all to proactively build a different reality that reflects our country's founding commitment to equality, dignity, and justice. As a pooled fund, we are raising and investing \$100M to catalyze a cultural shift. We are strengthening an ecosystem of practitioners, storytellers, researchers, and innovators from across many different fields, sectors, and communities who share our vision. We use our voice, connect and invest resources in people and ideas that will enable millions of Americans to have the skills, incentives, and imagination to belong in a politically vibrant, multiracial, and multifaith democracy.

At this critical confluence of growth, community momentum, and team energy, the new Director of Ecosystem Strategy will be a strategic visionary, partner and doer on the New Pluralists' growing team.



In partnership with a fellow Director of Culture Strategy, they will shape and drive investment strategies that enable New Pluralists' resources to support, connect, elevate and catalyze people, organizations and ideas who are advancing our mission. They will listen for, seek and shape opportunities that are building momentum, making the case for, and enabling a range of diverse ecosystem actors to advance and adopt pluralism as a mindset, norms and set of behaviors. They will also lead efforts related to the initiative's evaluation and network weaving, helping the team to learn from and uplift what works across the New Pluralists network of Field Builders, grantees, partners, and funders, and identify where shifts need to be made in real-time.

Ideal candidates will hold a passion and commitment for the vision, values and mission of new pluralism, with a strong understanding of and curiosity about what enables people and cultures to change. They enjoy navigating complex challenges with dynamism and nimbleness, and are committed to ongoing learning and reflection. They have an ability to shape and drive strategy and action with a sense of imagination and a commitment to making real impact. They can collaborate effectively and translate ideas across teams and organizations that represent a wide diversity of ideological, cultural, social, and political milieu. Compelling candidates for this position must be highly motivated, capable of self-directed work, detail-oriented, and able to navigate uncertainty, challenges, power dynamics and tensions with skill and graciousness. They must exhibit a keen sense of responsibility and enjoy working with multiple demands, shifting priorities, and ongoing change. While an understanding of grantmaking and portfolio development/implementation in a networked environment is important, formal experience in philanthropy is not required. In fact, it may be additive to the Collective's work for candidates to bring experience in different sectors and communities. Previous experience working in a complex organization or network is highly desired, as is the ability to hold space for others, understand multi-directional power flow and experience working in collaboration with a kaleidoscope of organizations, consultants, and leaders with different missions. The successful candidate will be a strong relationship builder. Excellent organizational and interpersonal skills are necessary. Strong verbal and written communications skills are absolute musts.

### **Director of Ecosystem Strategy**

Reporting to the Executive Director and working closely with fellow Director of Culture Strategy, a new Director of Storytelling, and a new Program Manager, the Director of Ecosystem Strategy will co-lead several areas related to strategy development and thought partnership, ongoing and emerging grantmaking, and providing support to and weaving together the New Pluralists' field building, grantee, and partner networks. Critically, the Director of Ecosystem Strategy will bring a keen perspective around evidence building and learning, helping to manage the New Pluralists' evaluation partnerships to advance real-time and summative impact assessment efforts.

### **Core Responsibilities**

#### **Philanthropic Investment Strategy and Portfolio Development**

- Shape philanthropic investment and other strategies that bring to life our theory of change, rooted in emergent learning and dynamic opportunities, and guided by our principles of pluralism - in deep authentic partnership with our network of field builders and funders



- Explore and discern among possible philanthropic investments by seeking out people, organizations and ideas who are or could advance and make the case for new pluralism, across cultural, social, and political landscapes
- Design and implement grantmaking opportunities and manage grantee relationships in ways that treat our field partners with trust, fairness, and reciprocity, and align with our emerging investment philosophy and our pluralist values
- Partner with Program Manager as they keep a pulse on grantee learning, pivots to their plans, and shifts in their outcomes, seeking ways to remove barriers to their work

### **Network Weaving and Field Building**

- Build, strengthen and weave together relationships with current Field Builder partners and our growing network of grantees, community and institutional partners, and other ecosystem actors
- Design strategies and create opportunities that enable people in our networks to cross-pollinate and share across their programs, platforms, tools, and other efforts, to foster a shared sense of belonging and momentum
- Identify opportunities for mutual benefit and catalytic impact by partnering well with adjacent and relevant efforts in our ecosystem, including through learning relationships and partnerships, joint actions, and other forms of support (led by/in partnership with the Executive Director)

### **Learning and Impact**

- Provide leadership around evaluation and impact assessment efforts, including serving as New Pluralists' primary point of contact with our external evaluation partner. This includes managing evaluation contracts and ensuring smooth and effective development of our theory of change and evaluation.
- Ensure emergent learning and developmental evaluation practices are embedded into how we shape and do our work (in partnership with their fellow Director of Culture Strategy and Program Manager)
- Ensure our impact is being communicated accurately, effectively and in a timely manner to our field builders, funders, grantees, and other partners (in partnership with the Director of Storytelling)
- Shape and invest in opportunities that enable the New Pluralists team, Field Builders, grantees, partners and funders to grow, test, and cross-pollinate their ideas

### **Qualifications and Experiences of the Ideal Director of Ecosystem Strategy**

- Demonstrated sensitivity to and respect for the range of lived experiences and assets that diverse social change leaders and organizations bring.
- Ability to build trusting, healthy, and authentic relationships with many types of people, with an ability to listen deeply, speak directly, and be challenged by others.



- Ability to bring experiences from multidisciplinary backgrounds outside of philanthropy, including but not limited to the fields of civic engagement, peacebuilding, racial healing, and bridge-building.
- A deep commitment to realizing the vision of a politically vibrant, multi-racial, multi-faith democracy; professional experience in advancing equity and inclusion, knowing that the seeds of historical and current racial and social injustice in America were sown by slavery, displacement, and genocide.
- Have an adaptable and expansive mindset with the ability to see across multiple theories of change, fields and disciplines and to connect dots across ideas. Listen for and see transformative possibilities between and across individual leaders, organizations and ideas.
- Demonstrated success navigating uncertainty and ambiguity - both in tactical and strategic considerations - and the capacity to help ground others with purpose through that ambiguity. Experience having played a role (internal or external) that was critical to an organization's growth and/or increasing their impact and power.
- Creativity to think imaginatively about opportunities to create and respond to novel and innovative approaches to pluralism, including the ability to help steward ideas from early conceptualization all the way to on-the-ground action.
- Strong project management skills, demonstrated through previous projects managing multiple internal and external stakeholders (e.g. working across organizations).
- Solid strategic thinking skills, and the ability to synthesize information from large bodies of knowledge and experiences, and draft brief summaries, analyses, and recommendations. Seeks out, values, and integrates all forms of knowledge and meaning-making - including relational, emotional, and somatic - and incorporates informal or anecdotal data.
- Proven track record of achieving impact by facilitating conversations and engagements to help those with disparate viewpoints/experiences find alignment. Can discern and integrate the insights of others into emerging ideas and ongoing strategies and actions with curiosity and ease.
- Proven embrace of and aptitude to create clarity and drive action while navigating complexity and nuance, especially in environments where political/cultural disagreement has been stark yet core to advancing the work.
- A healthy sense of humility, both in approaching a new portfolio of work and how one shows up in that environment.
- A keen sense of humor and curiosity.

### **Compensation and Benefits**

The salary range for the Director of Ecosystem Strategy is \$125,000 - \$135,000. A robust benefits package is offered through the fiscal sponsor, Rockefeller Philanthropy Advisors, including medical, dental, retirement, etc.

### **How To Apply**



Talent Citizen, a national executive search and consulting firm focused on the pursuit of positive social impact across sectors, is partnering with New Pluralists on this search. President Tracy Welsh and Senior Associate Connor Daley are leading this engagement. Additional questions and nominations should be directed to Connor ([cdaley@talentcitizen.com](mailto:cdaley@talentcitizen.com)).

Interested parties should please send an updated resume and how you learned of the position to [NP-DES@talentcitizen.com](mailto:NP-DES@talentcitizen.com)