

Program Officer, U.S. Social Justice
Arcus Foundation
New York, NY

SUMMARY

Founded in 2000, the Arcus Foundation is a leading global foundation dedicated to the idea that people can live in harmony with one another and the natural world. Arcus' work is based on the belief that respect for diversity among peoples and in nature is essential to a positive future for our planet and all of its inhabitants. Arcus works with experts and advocates for change to ensure that LGBTQ people and our fellow apes thrive in a world where social and environmental justice are a reality. The Foundation works globally and has offices in New York City and Cambridge, United Kingdom.

The Arcus Foundation staff and Board of Directors are a diverse group, reflecting the diversity inherent in the world the Foundation's work supports. The Foundation works globally to support partners in their pursuit of lasting change. The mission is driven by the vision of Arcus' founder, Jon Stryker, and by a shared dedication to the emergent global human rights and conservation movements.

With a deep commitment to integrity and humility, the leadership and staff of the Arcus Foundation hold each other accountable for implementing the Arcus mission. This includes practicing shared leadership and recognizing, celebrating, and taking collective ownership of Arcus' success. Because a strong work ethic and responsible decision-making should exist at all levels of leadership, the Arcus Foundation applies fact-based decision-making and encourages all staff to proactively 'course-correct,' to efficiently manage resources so that those Arcus serves will benefit.

The ultimate goal of the Social Justice Program is to achieve dignity, safety, inclusion, and opportunity for LGBTQ people around the world, especially those most marginalized. This is accomplished by ensuring:

1. Increased safety in lived realities of LGBTQ people;
2. Increased LGBTQ-affirming protections that promote full inclusion and equal opportunity; and
3. Increased social inclusion of and public support for LGBTQ people.

Priority regions and focus areas within each have been identified based on assessments of the potential for success and opportunities for impact on a 10-year timeframe, the presence and severity of threats against LGBTQ people, and the extent to which intervention in a region or focus area might positively affect other geographies.

Arcus' strategy rests on the understanding that some communities of LGBTQ people face more pernicious forms of systems of exclusion. Such communities and individuals live at the intersections of social identities—for example, LGBTQ individuals who are also people of color. With this knowledge, an "intersectional" analysis is used to make grant and other decisions that the Foundation believes will advance LGBTQ justice in ways that are equally resonant with the movements of racial, gender, and economic justice.

To learn more, visit: www.arcusfoundation.org.

Program Officer, U.S. Social Justice
Arcus Foundation
New York, NY

CANDIDATE PROFILE

The Program Officer, U.S. Social Justice (“Program Officer”) is an experienced field leader and/or grantmaker who will work with Program Directors to implement a grantmaking program that develops, supports, and evaluates strategies that advance the Foundation’s goals in the social justice arena. In addition to grantmaking, the Program Officer will have a deep and key role in contributing to team practices for monitoring and evaluation, data management, research, and communicating impact. This is a full-time position located in New York, NY.

In line with the Arcus Foundation’s vision and philosophy, the Program Officer will work in ways that support base-building, movement-building, and the general self-determined power of the populations Arcus centers. The geographic scope will include a combination of both international and U.S. grantees and activities, with most of the work focusing on the U.S. Additionally, the Program Officer will have a large role in stewarding the Foundation’s support of transgender leadership and advocacy, an area that will remain an important focus for Arcus.

Reporting to the Program Director, U.S. Social Justice, and working closely with the Program Director, International Social Justice, the Program Officer, U.S. Social Justice will be responsible for the following areas:

Program Development and Grantmaking

The Program Officer will cultivate and curate a portfolio of grants and other activities that advance the Program’s strategic goals, managing the full grant cycles and grantee relationships within that portfolio.

- Engaging in deep consultation with leaders in the LGBTQ and allied social justice movements and various stakeholders to determine key issues and opportunities for the Arcus Foundation’s work, convening grantees and others, when appropriate
- Ensuring Arcus’ continued commitments to transgender leadership in the U.S. and internationally are strategically resourced and authentically supported

Monitoring and Evaluation

The Program Officer will play a key role in monitoring, measuring, and narrating the impact of Arcus grants – and more importantly – in the movements and networks to which they contribute.

- In partnership with Arcus’ Senior Advisor on Evaluation, implementing the Arcus monitoring strategy and gathering data to enable the Foundation to assess the impact and tell the stories of its grantmaking in the context of the movement ecosystems being supported.
- Participating in and serving as an active key member of the Social Justice Team to provide input into the Foundation’s overall learning and evaluation processes, guidelines, and systems.

Program Officer, U.S. Social Justice
Arcus Foundation
New York, NY

Field Engagement

The Program Officer will contribute to shaping and promoting the Arcus Foundation as an impactful, values-driven philanthropic partner.

- Connecting the Foundation with various relevant sectors of the global LGBTQ movement to help build authentic relationships among funders and grantees, focusing on work by/for transgender people of color.
- Leveraging additional resources from other donors to support program strategies and to develop creative mechanisms for collaborative grantmaking.
- Engaging in speaking, writing, public advocacy and other leadership strategies to promote the Foundation's values and goals in relevant forums.

QUALIFICATIONS

The Program Officer, U.S. Social Justice, will bring the following skills and experiences to the role:

- Passion for the Arcus Foundation mission with strong credibility as a social justice advocate and experience in building power and voice among marginalized communities
- Previous work in a foundation or nonprofit organization dedicated to advancing social movements
- Specific experience in building transgender leadership is highly preferred
- Demonstration of a deep intersectional analysis of race, gender, and economic justice
- Appreciation of the power dynamics that shape grantmaking relationships and a commitment to building trust, two-way accountability, and mutual respect with grantee organizations
- Demonstrated ability to assess the leadership, track record, and capacity of social sector organizations and collaboratives
- Experience analyzing, synthesizing, and presenting data with skills in monitoring/evaluation or desire to learn monitoring/evaluation techniques
- Flexibility in schedule to travel domestically and internationally 30% of time
- BA/BS degree preferred

Key professional and personal characteristics will include:

- Five-to-ten years of professional work experience, with at least five in a comparable role, such as project manager, program director, chief of staff, or director of planning/special projects
- Proven track record planning and managing multiple complex projects and initiatives; Extremely strong organization skills, with great attention to detail; History of taking an ambiguous project vision or goal and proactively translating it into concrete objectives and steps
- Demonstrated ability to excel in a fast-paced environment with competing priorities

Program Officer, U.S. Social Justice
Arcus Foundation
New York, NY

- Excellent written and verbal communication skills; Confidence and public speaking ability to represent Arcus with diverse audiences
- Comfort with ambiguity and willingness to be flexible and adaptable to changes in the needs of the Foundation's various initiatives
- Collaborative team approach with a proactive and self-motivated workstyle; Ability to partner with and bring out the best in a variety of colleagues, stakeholders, and partners
- Ability to handle confidential information with complete discretion
- Sensitivity and respect for cultural values, practices, beliefs, and social experiences of diverse communities, including race, gender, sexual orientation, gender identity, HIV status, age, and ethnicity
- Solid decision-making ability, independence, and initiative; Ability to create systems and solve difficult problems using sound judgment and analysis

COMPENSATION & BENEFITS

Salary is competitive and commensurate with experience.

CONTACT

Arcus Foundation has engaged Koya Leadership Partners to help in this hire. Please submit a compelling cover letter and resume to Melissa Madzel [here](#).

Arcus Foundation is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQI applicants.

ABOUT KOYA LEADERSHIP PARTNERS

Koya Leadership Partners is a national retained executive search and human capital consulting firm that works exclusively with mission-driven organizations, institutions of higher education and social enterprises. We deliver measurable results, finding exceptionally talented people who truly fit the unique culture of our client organizations and ensuring that organizations have the resources and strategies to support them. For more information, visit www.koyapartners.com.