



## **Director of Programs**

Fully Remote (USA)

\$110,000 annually plus benefits

Posted: April 2025

Third Wave Fund, a leading funder of youth-led, intersectional gender justice activism is seeking nominations and applications for Director of Programs. Reporting to the Co-Executive directors, the new Director will oversee the development and implementation of Third Wave Fund's various program areas, including streamlining the processes that Third Wave Fund utilizes to disperse money to community organizations and activists. This work includes, but is not limited to, partnering with the Executive Directors on a grantmaking strategy; collaborating with the programs team to design and implement a work plan to carry out that strategy; maintaining strong relationships with all stakeholders; and building team cohesion and clarity.

The ideal candidate will be an expert in philanthropy and a champion in the movement to evolve philanthropy beyond a charity model to a reparative, participatory, justice-centered sector. They will have experience building resource pathways through grant making and capacity building with and for BIPOC, queer, trans, disabled, sex workers, immigrants and all people targeted by patriarchy, homophobia, transphobia and ableism. This new Director needs (at minimum) seven years of professional experience, with five of those years in philanthropy (regional, national, responsive, participatory etc). They should be a tested team manager who is excited to lead a team, who understands leadership as generative, collaborative and deeply engaged, and who can drive cohesion without compromising the autonomy of individual team members.

Given Third Wave Fund's mission, we are particularly interested in applicants with lived-experience outside of the gender binary and those who have been intimately impacted by gender oppression. Moreover, we are excited to meet candidates with experience in decolonizing the workplace with a strong disability justice lens. They must have a refined intersectionality lens and demonstrated application of that lens in their work.

### **ABOUT [THIRD WAVE FUND](#)**

Third Wave Fund builds on the brilliance of our communities using responsive and participatory grantmaking so we can sustain our movements and thrive—now and long term. We define gender justice

as a movement to end patriarchy, transphobia, homophobia, and misogyny. Since gender oppression is tied to capitalism, classism, racism, ageism, and ableism, gender justice can only truly be achieved when all forms of oppression cease to exist. Our grantmaking and donor mobilizing advances the community power, well-being, and self-determination of young Black, Indigenous, People of Color (BIPOC) most directly impacted by and best positioned to end gender oppression.

We specifically resource grassroots movements that are:

- Multi-issue.
- Community-led (we define "community-led" movements as being led by those who are directly impacted by oppression).
- Unapologetically queer, trans, intersex, and sex worker-led.

We value the work of social justice-minded individuals who may not see themselves reflected in philanthropy.

Third Wave Fund is fiscally sponsored by the Proteus Fund, who partners with foundations, advocates, and individual donors to advance democracy, human rights, and peace.

## **OPPORTUNITIES FACING THE DIRECTOR OF PROGRAMS**

### **PARTNER WITH SENIOR LEADERS ON PROGRAM AND GRANTMAKING STRATEGY**

- Report to and collaborate with the Co-Executive Directors on the the overall strategy for the organization
- Consult with the development team as they preserve existing fundraising partnerships and build a strategy to cultivate new funding partners
- Collaborate with the Co-director of Programs to develop a grantmaking strategy that aligns with TWF's next strategic plan
- Participate in Directors Team meetings and collaborate with the various departments to manage the grantee data systems

### **SUPERVISE/MANAGE AND COLLABORATE WITH PROGRAMS TEAM**

- Convey the collective strategy, vision, and goals of Third Wave Fund to the Programs Team
- Execute program strategy and manage the budget for the programs team
- Develop consistency and transparency around funding strategies across the various programs
- Co-develop best practices and protocols within our grantmaking with co-directors, staff and relevant stakeholders
- Co-develop renewed rubrics for current grantmaking commitments and priorities, in alignment with an organizational strategic plan.
- Facilitate retreats and meetings in order to support program officers and associates to develop visions of growth through their work

- Collaborate with the programs team on how to translate the vision and goals into actionable tactics and assignments
- Connect with stakeholders to ensure Third Wave Fund's work remains fully-aligned with community needs and culture
- Continuously evaluate the working culture and pace of the programs team and report on progress to senior leaders and stakeholders

### **STAKEHOLDER ENGAGEMENT**

- Build and maintain relationships with stakeholders, advisors, colleagues and mission-aligned colleagues in the sector
- Solicit and analyze feedback from stakeholders to ensure the continued refinement of the program
- Design consistent and effective communication practices to collect and analyze feedback from grantees and stakeholders

### **TEAM DEVELOPMENT AND COHESION**

- Prioritize collaborating with the programs team to better understand how to translate the mission and vision of Third Wave Fund into an actionable funding strategy
- Support team members on how to tailor personal workplans to align with and improve the shared workplan of the programs team
- Co-designing and leading/supporting programs retreats for programs staff, contributing to staff-wide meetings, leading evaluations process with programs staff, and co-leading workplan development
- Model interpersonal communication that drives authenticity, collaboration, and creativity among team members
- Hold all levels of the team accountable to continuous learning how best to learn from and partner with stakeholders, fellows and those on the Giving Circle

### **IDEAL QUALIFICATIONS**

While it is unlikely that one candidate will possess all of the qualifications listed below, we are hoping to meet candidates with many of the following:

- Seven years' progressive professional experience in non-profits or community-based organizations, with five of those years in philanthropy
- A growing expertise in responsive and participatory grantmaking
- Experience leading small, remote teams with modern management practices that drive cohesion and morale, embrace conflict, set and honor boundaries, and generate innovation and risk
- Experience supporting movements and leaders who center sex workers, partner with trans leaders and activists, and build power to tackle systems that target gender nonconforming folks, queer folks, sex workers and all people targeted by patriarchy, homophobia, transphobia and ableism

- Experience and expertise in centering disability justice frameworks in their management of staff/expertise in centering neurodivergence in SOPs
- A solid and informed racial, disability and gender justice politic that is demonstrated through their work and relationships in community
- A robust understanding of grants management in conventional and participatory philanthropic models
- Expertise in de-escalation, conflict resolution, and facilitating difficult conversations within community and professional spaces
- A deep respect for the autonomy, lived experience, and agency of their team members and advisors
- A demonstrated capacity for building community connections and a track record of establishing relationships with community organizations, activists, and other community leaders
- A sense of humor, with the ability to be flexible and adaptable
- Experience in mentoring more junior staff and advocating for their needs
- A self-motivated, solutions oriented problem solver with high emotional intelligence who is both compassionate and assertive

## **COMPENSATION AND BENEFITS DETAILS**

Starting salary is \$110,000 in accordance with our equitable hiring practices that strive for internal parity. This salary is non-negotiable\*. Third Wave offers a 32-hour work week in a disability justice-centered workplace, along with excellent health benefits, robust retirement contributions, and a generous paid time off package.

\*In order to counter pay inequality and uphold internal parity, salaries are non-negotiable beyond the listed amount. Similarly, there are no title negotiations. Staff are eligible for salary increases annually and promotions during annual performance evaluation processes.

Our benefits package includes:

- Medical and dental benefits for both employee and eligible dependants available on first day of work
- Retirement savings account (401k) with an organization contribution
- FSA/HSA Card
- Access to Life Insurance
- Discounted Pet Insurance
- Three weeks paid vacation; four weeks in subsequent years
- Fifteen sick days per year
- Three personal days per year
- Twelve paid holidays; Three floating holidays
- Paid Family Leave

- Annual stipends for professional development, wellness, home office supplies and furniture, coworking space rent/fees, and partial reimbursement for cell phone and internet

## Location & Travel

We are a fully remote workplace. This role is based in the U.S., and applicants may be based in any of the fifty United States. At Third Wave Fund, work-related travel is currently voluntary and will remain voluntary until it is safe for all to do so. We recognize that some employees may be unable or have limited capacity to travel due to personal risk factors, household considerations, or other COVID-19-related concerns. If travel is viable for the employee, there will be a minimum of 5-10% travel for internal meetings and retreats as well as conferences and other events. If travel is not viable, the employee should prepare to participate in hybrid virtual events that may happen outside of regular hours of work. We use various digital strategies to allow for meaningful participation.

## HOW TO APPLY

Third Wave Fund has retained the services of [Monday Morning Consultants](#) to lead this search. Please reach out to Erica Nicole Griffin and Jamie Joanou with questions.

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A full application includes a cover letter and resume. Please email your nominations or materials to [apply@mondaymorningconsultants.com](mailto:apply@mondaymorningconsultants.com)