POSITIVE OVERVIEW
The Director of Community Impact will lead a dynamic staff in action planning, implementing, managing, evaluating, and reporting community impact, as well as community engagement and policy advocacy efforts of the National Native American Boarding School Healing Coalition. This position is critical in helping drive results for Indigenous peoples impacted by U.S. Indian boarding schools. Under the direction of the Deputy CEO, the Director serves as a strategic leader who manages activities across multiple impact areas. The ideal candidate will be highly organized, results-focused and passionately accountable to boarding school survivors and descendants.

ABOUT US
The National Native American Boarding School Healing Coalition (NABS) is boldly leading the movement for truth, justice and healing for Indigenous peoples impacted by U.S. Indian boarding schools. We are Indigenous-led with 100% of the Board of Directors and Officers being Native American and Alaska Native.

● We are a coalition of 955 members and growing, including Tribal Nations, Tribal enrolled individuals, allies, and organizations.
● We use our coalition voice to educate others about the truth of the Indian boarding school policies, experiences, and genocidal legacy.
● We expose the truth about Indian boarding schools through research and education.
● We lead action towards justice and healing for our children, families, and communities.
● We advocate for accountability through policy change at all levels, including the call for a federal Truth and Healing Commission on Indian boarding schools.
● We make resources available to raise awareness and support healing from the intergenerational trauma Native peoples continue to experience.
● We are publicly launching the National Indian Boarding School Digital Archive (NIBSDA) this year, a first-of-its-kind Digital Asset Management System capable of organizing and displaying historical boarding school records and materials for every identified boarding school institution.

DIRECTOR OF COMMUNITY IMPACT
What You Will Do
● Work closely with the Executive Team to set community impact priorities aligned with NABS’s strategic plan.
● In collaboration with the NABS team, lead action planning and project management for measurable community impact and policy advocacy campaigns.
● Coach staff on idea generation and initial project development.
- Participate with the policy team as a co-creator of advocacy strategy.
- Engage with Development and Communications teams to gain public and philanthropic support.
- Develop and monitor project budgets.
- Convene relevant NABS staff and stakeholders for various project components.
- Supervise community impact and engagement staff.
- Oversee project activities and prepare reports.
- Select and work with consultants/contractors to advance community impact.
- Develop and implement a culturally aligned evaluation design for all community impact projects.

**What You Bring**

**Must-Haves**
- Knowledge of the Native American and Alaska Native boarding school history, legacy, and impacts
- Familiarity with and work experience in Native American communities
- Proven success in community organizing and coalition building to achieve systems change
- Proven experience managing large, multi-faceted projects in a nonprofit, government or Tribal Nation setting
- Excellent project management skills with 10 or more years of experience
- Team supervision skills and experience
- Experience with evaluation frameworks and methods

**Nice-to-Haves**
- Advanced degree in a related field
- Proficiency in Indigenous research and evaluation methods
- Public speaking and training background
- Healing justice, trauma-informed care experience
- Experience developing and managing budgets
- Proficient in project management software and community relations management platforms (Salesforce, Asana, Monday.com, Slack, Basecamp, etc.)
- Multimedia experience

To thrive in this role, the ideal candidate will be a clear communicator, adaptable, reliable, socially and emotionally intelligent, an inquisitive learner, and team and collaboration oriented, while being able to work independently.

**COMPENSATION AND BENEFITS**
This position is salaried, commensurate with experience, ranging from $85,000 to $105,000 annually. Benefits include health, dental, vision, life, and disability insurance with full premiums paid by NABS for the employee and 75% paid by NABS for dependents/partner, a 401(k) match up to 4% of salary, and paid family leave for qualifying events. Employees earn four weeks of paid time off each year and get paid winter break the last two weeks of December.
The successful candidate will have the opportunity to work with a dynamic team committed to conducting research that can benefit Indigenous communities. We strongly encourage applications from Indigenous scholars and scholars with experience working with Indigenous communities. This position is remote with monthly travel to one state each month across the U.S.

PHYSICAL DEMANDS
- Ability to use a computer
- Ability to travel and work on site in diverse physical settings (different climates, amenities)

WORK ENVIRONMENT
- This position is a full-time position that works 40 hours a week. Some odd hours are involved (not always 9-5 on weekdays).
- Approximately 20% of the schedule will include travel.

HOW TO APPLY
By August 31, 2023, send an email to Jennifer at jblevins@nabshc.org with “Community Impact” in the subject line.
Applications must include the following all in one PDF:
- Cover letter (no more than 1 page) with short answers to the following questions:
  - Why are you interested in this position?
  - What values or lived experiences do you have that connect to our mission?
  - What is the best advice you’ve ever received?
- Resume or Curriculum Vitae
- Three professional references with titles, emails, phone numbers, and relationship

NABS is an Equal Opportunity Employer committed to a work environment free of all forms of discrimination, harassment, and violence. All employment and contracting decisions are based on merit, competence, performance, and organization needs. NABS prioritizes work to empower and include people from Indigenous communities who have been impacted by U.S. Indian Boarding School policies. We are proud of our collaborative and wellness-focused culture where all people feel safe to bring their whole selves. Our culture attracts top talent with shared values that form the foundation of a great work environment!