

The logo consists of the lowercase letters "re:" in white, bold font, set against a dark grey speech bubble shape pointing downwards and to the right. The background of the top of the page features a light blue, brush-stroke-like graphic.

**Position:** Director, Women of Color Leadership Programs

**Status:** Full Time

**Location:** Anywhere in the U.S. convenient to regular travel

**Deadline:** Open until filled

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re:power is a national capacity building and training organization for the progressive movement. We've transformed into what we believe the movement needs: an expansion of what justice looks like for our people through a framework of inclusive politics. We're offering a different narrative of who is a leader, who participates in politics, and what outcomes we are fighting for.

We work towards our vision of inclusive politics by offering training and strategic support to leaders and organizations across the progressive ecosystem, focusing on movements, civic engagement, and governance. Our Movement Building Programs train community and labor organizers, activists, and those who are building power in the grassroots domain. Through our Civic Engagement Programs, we train electoral campaigners and candidates running for public office. And finally, our Governance Programs train and support progressive legislators who are newly elected to office.

Formerly known as Wellstone Action, in 2018 we rebranded into re:power—maintaining the depth and breadth of our training curriculum, but explicitly centering Black, Indigenous, and People of Color (BIPOC) communities. Since 2019, re:power has been led by Karundi Williams, our first Black woman Executive Director, who has led our small but powerful organization to success.

In the last two years, re:power has trained over 4,000 organizers, candidates, campaigners, and leaders across our movement. 65% of our alumni identify as BIPOC as do the majority of our trainers, 61% are women, and 22% are youth (ages 18-24). In 2020, at the start of the COVID-19 pandemic, re:power quickly shifted our programming and trained over a 1,000 leaders to pivot their organizing into the digital and virtual space. We trained leaders from organizations like Michigan Liberation, BYP100, Chispa Arizona, New Florida Majority, New Georgia Project, United We Dream, and more. We are proud of what we've accomplished together in such a short time, and also know that in order for our communities to continue winning and driving positive change, we must keep building our skills, capacities and networks. At re:power, we thrive in this transformational work. Our nimble, bold, and energetic team is laser-focused on our mission to change the face of power in this country. Join us!

## Overview

As re:power enters this next phase of expansion, we seek a creative and dynamic leader who can help us bring our vision of inclusive politics to life through strategic programming. The role will lead the strategy and revenue generation for WoC leadership programming, manage partner relationships, measure and drive programmatic impact, and represent the organization externally. This is a leadership role for a skilled program strategist who enjoys nurturing a shared vision and building long-term, collaborative partnerships.

The Director, Women of Color (WoC) Leadership Programs will be responsible for supervising staff and trainers towards program outcomes and professional growth, stewarding and growing partnerships with progressive movement organizations, and developing and overseeing a portfolio of cohort-based learning programs to build the long-term leadership and capacity of women of color. The ideal candidate will have a solid track record of developing programs that foster the learning and growth of future leaders, including creating innovative curriculum and resources and managing teams of trainers.

The role reports directly to the Managing Director of Program and Partnerships and takes work direction from other members of the Executive Leadership Team. The Director, WoC Leadership Programs will have a deep personal and professional connection with re:power's core values.

[www.repower.org](http://www.repower.org)

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**Primary Responsibilities** include (but are not limited to):

**1. Programmatic Strategy and Success**

- a. Serve as the thought leader and strategic advisor for a women of color leadership development program, both internally and externally, to increase re:power's impact and visibility as a leader in this space
- b. Collaborate with program team leadership and staff to develop and manage:
  - i. Goals, budgets and plans that meet strategic objectives
  - ii. Ladder of engagement that meaningfully engages training alumni over time, and deepens the bench of adjunct trainers
  - iii. Internal systems, structures and processes that strengthen our programmatic work
- c. Manage staff towards program success and professional growth, including holding staff accountable to goals, and providing consistent feedback and coaching
- d. Collaborate with directors across teams to inform organization-wide strategies and approaches

**2. Partnership Cultivation and Relationship Management**

- a. Work with program team leadership to establish annual goals for partner cultivation and recruitment that is aligned with re:power's values, priorities, and revenue forecast
- b. Seek opportunities and develop new relationships with individuals, organizations and funders to advance our WoC leadership work, collaborating with the Development team as needed
- c. Secure new resources to expand our WoC leadership portfolio by writing and negotiating program contracts with clear goals, deliverables and budgets. Troubleshoot engagements as necessary
- d. Serve as primary relationship manager and trusted advisor to a set of WoC leadership partners; develop deep understanding of their perspectives, needs and priorities; build credibility and ensure that partner standards are met on engagements
- e. Work with Program Operations Manager to ensure that training logistics and finance processes are smooth from start to finish including travel bookings and income and expense tracking

**3. Program Development and Oversight**

- a. Conduct research including interviews and surveys with re:power partners, alumni, Board members and other key stakeholders to assess the landscape, needs and opportunities for WoC leadership programming
- b. Based on findings, design programming, including cohort-based learning models, that supports the leadership development of women of color
- c. Develop curriculum and other training materials for the programs, centering re:power's vision of inclusive politics and core value of racial justice
- d. Recruit, manage and prepare trainers and coaches to deliver excellent, high-quality trainings
- e. Oversee program budgets and ensure compliance across all contracts; track program status; identify and address variances and errors

**4. Program Delivery**

- a. Execute on program and budget goals excellently, on time, and in accordance with expectations set with partners and program team leadership
- b. Provide ongoing support, coaching and feedback to training teams as they deliver trainings, to foster their learning and growth
- c. Oversee participant recruitment including program promotion, application intake, and admissions decisions

- d. Ensure participants receive support outside the training, including responding to questions, sharing additional resources, connecting them to peers, etc.
- e. Directly deliver trainings and facilitate meetings and coaching sessions, as needed

## 5. Evaluation and Future Planning

- a. Gather feedback, including participant interviews, and review evaluation data (participant surveys, training team debriefs, etc.) to assess and improve program effectiveness. Collect photos, quotes and stories to use in reports to funders and partners
- b. Revise curriculum based on feedback and provide program team leadership with recommendations to improve program process overall
- c. Foster organizational knowledge-building and resource-sharing by providing timely, accurate program updates and reports to staff, Board, partners and funders, as needed

**Qualifications**—The ideal candidate will have the following professional and personal qualities, skills, and characteristics:

### Who You Are

- Self-motivated, innovative, and creative—can balance bold ideas and vision with ability to operationalize and execute
- Approach the work with a growth mindset and an openness to giving and receiving feedback for continuous learning and improvement
- Highly relational, with a strong belief in the importance of relationship-building for success, both internally and externally
- Track record of “rolling up your sleeves” and working collaboratively with others to bring projects to successful completion
- A great sense of humor—we’re serious about not taking ourselves too seriously

### Your Experience and Skills

- 7+ years of combined experience in organizing, electoral and/or advocacy work, of which at least 2 years in a training or facilitation role
- Proven leadership skills and management experience, including the ability to develop team performance and a genuine desire to coach and mentor
- Experience developing and driving impact on successful programs, including budget management
- Applies knowledge of pedagogy and adult learning techniques to curriculum design and to facilitation of trainings
- Superb organizational skills, with the ability to balance multiple and competing priorities and effectively delegate tasks
- Grounds work in racial equity: analyzes and addresses the structural impacts of policies, practices, and decisions on different racial groups, and works to eliminate inequities
- Demonstrated experience organizing with, and being a trusted partner in, predominantly Black, Indigenous and people of color (BIPOC) communities
- Enjoys working in a dynamic start-up environment and managing the complexities of multi-stakeholder collaboration
- Able to fluently navigate different movement spaces and issue areas, and bring various networks into relationship with re:power
- Excellent verbal, written, and interpersonal communications skills
- Willingness to work non-standard hours, including weekends, and travel extensively when required

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## Compensation and Benefits

Compensation for this position is \$90k–\$105k annually. re:power offers a comprehensive benefits package with excellent/health/life/disability insurance: 90% employer-paid health and dental insurance premiums for staff and their families; 100% employer-paid life and disability insurance; exceptionally generous and flexible paid time off; 401k retirement benefits with a 4% employer match; FSA enrollment; 12 weeks of paid parental leave; 12 weeks of paid sabbatical leave; and much more.

## Application Deadline and Instructions

This position is open until filled, and applications will be reviewed on a rolling basis. To apply, please email your letter of interest and resume in a single PDF document to [hiring@repower.org](mailto:hiring@repower.org). Please specify **“Director, WoC Leadership”** in your subject line. We also welcome applicants to also include additional relevant samples of their previous work—written reports, links to web-based publications, curriculum, meeting agendas, grant proposals, event invitations, podcasts, pitch letters, press releases, videos, and any other materials demonstrating communication skills or subject matter expertise are welcome.

## Hiring Process

Nonprofit talent agency People Power is the search partner for this hire. We appreciate your time and interest in contributing your talents to re:power’s mission. Thank you! You will receive an email auto-reply to your application. We wish we could respond personally to all applicants, but only those chosen to interview will be contacted. Please do not contact re:power directly to inquire about the status of your application.

Selected applicants will be invited to an initial brief screening interview via phone. Finalists will then be invited to 2–3 longer-form interviews via video with the Executive Director and other members of the executive team and staff. You may also be asked for additional writing samples and/or to meet informally with additional team members.

We welcome your interest and feedback. If you would like to make a confidential inquiry and/or have questions regarding your qualifications for this position, compensation or benefits, our process or internal timeline for hiring, or suggestions for how to improve this announcement or the opportunity itself, please email Kate Brumage at People Power: [kate@peoplepowerproject.org](mailto:kate@peoplepowerproject.org)

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*re:power is an equal opportunity employer. And we’re also an organization that’s led by people of color, immigrants, women and gender nonconforming, queer, and working-class people. We eagerly invite people of color, Native American and Indigenous people, immigrants, women, genderqueer and gender nonconforming people, LGBTQ people, people with disabilities, and other marginalized communities to apply for all open positions at re:power.*

*re:power offers a lively and rewarding environment, one grounded in community and continuous learning. We are a remote organization, with staff are based out of states across the country and an office in Minneapolis, MN.*

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