

About us

The Family Independence Initiative (FII) is a national organization of racially diverse individuals with a passion for social justice. Our mission is to accelerate social and economic mobility for individuals and families living with low incomes.

After working with thousands of families since our founding in 2001, at FII, we are certain people don't live in poverty because they are lazy, uneducated or mismanage money as stereotypes would indicate. Instead, the poverty cycle, which disproportionately impacts Black and Latinx communities, can be traced to well-intentioned but inadequate governmental and charitable policies and practices that rely on a traditional top-down approach. Our approach views low-income individuals and families from a position of strength, recognizing that they have the capacity and insight needed to make decisions for themselves and don't need outside saviors or solutions.

Our three-pronged strength-based approach includes:

1. Capital – direct cash investments
2. Choice – freedom for families to use the cash as they see fit
3. Community – a platform for people to build and strengthen their social networks

To execute our approach, we built UpTogether, a technology platform that transfers cash investments directly into families' bank accounts (or sends them a prepaid card if they prefer) and offers an interactive component for individuals to grow and strengthen their social networks, and support one another so they can move up together.

We have proven that fostering social networks, honoring self-determination, and matching people's efforts with unrestricted cash investments results in achieving significant progress toward social and economic mobility. Our focus now is on bringing this approach to philanthropic and government organizations throughout the country by encouraging the adoption of direct investment and the distribution of funds through our UpTogether platform.

At FII, we work towards these values:

- **Impact:** We seek to bring our strength-based approach to the 50M+ people struggling with poverty and their communities in this country.
- **Leadership:** We value a culture where everyone is constantly learning and applying that learning to create solutions in partnership that can be tested and applied at scale.
- **Partnership:** We invest in building partnerships of proactive communication and mutual trust within and outside of the organization.

- **Equity:** We create a community that embraces racial and gender equity, diversity, and inclusion, and we support the efforts of others to build such communities.

The Position

The Partnership Manager will play an integral role, alongside the Partnership Director, to engage philanthropy and government in the **Southwest region** in investing in individuals and families through our UpTogether Platform. In the near term, you will work with the Partnership Director to manage COVID-19 Relief Fund efforts in the region. Simultaneously, and increasing in the future, you will help implement the regional strategy in concert with the national strategy.

You'd be a great match for this position if you love research, writing, relationship management, and translating/tracking strategy into clear processes. You're also a great match if you enjoy orienting people with financial power to the realities of systemic inequity and why people are poor in this country, and working independently in a team of people who are passionate and excited about our mission and value each member's personal experience as it informs their work.

This is a 100% remote position (**Central time preferred**), so solid internet connection and functional work environment required.

You'd be part of FII's Partnerships and Revenue Team. You will work directly with the Southwest Partnership Director as part of a growing team of Partnership Directors and Partnership Managers, as well as National Partnership Directors.

Job Description:

The primary focus of the Partnership Manager will be to research, evaluate, and identify 'good fit' partner prospects in all categories [foundations, high net worth individuals (HNWI), and government] developing a strong pipeline for the partnerships and revenue team. The Partnership Manager will work in collaboration with Southwest region Partnership Director to cultivate, secure, and steward direct funding commitments to FII's UpTogether Fund for the purpose of investing in individuals and families living with low incomes in specific cities, towns, zip codes, etc.

- Manage relationships with prospective funding partners as appropriate
- Strengthen relationships with existing funding partners as appropriate
- For all of the above:
 - In collaboration with the partnerships and revenue team, engage decision makers in discussion around FII strategy generally and direct UpTogether Funding opportunity specifically, including fee structure for participation.
 - In collaboration with Partnership Director, work to determine initial parameters of direct funding approach for specific funder intentions once buy-in has been achieved (direct investment amount per distribution, cadence of investment

- opportunity per member, # total investments per investment opportunity window, geographic area, etc.)
- In collaboration with Partnership Director, finalize contract
- In collaboration with Technical and Support teams, complete Funding Partner set-up on UpTogether platform.
- Coordinate with funder, support team, and communication team to provide recruitment assistance to enroll members on UpTogether platform as needed.
- Once direct fund has been launched, support in-training fund partner on UpTogether reporting and provide standard and ad-hoc reports relative to funding (# draws, funding balance, etc.) and member outcomes (establishment of goals, progress toward goals, social capital interactions, etc.) as agreed upon in contract.
- Serve as the first point-of-contact in all day-to-day matters, drawing upon organizational resources to satisfy requests as appropriate.
- In collaboration with the Partnership Director, schedule periodic check-ins to evaluate if direct UpTogether Funding is working as expected and initial parameters are yielding desired results.
- In collaboration with the Partnership Director, secure renewal agreements for each philanthropic/HNWII funding partner with an eye to multi-year contracts and increasing investment dollars.
- Speak for funders internally and recommend improvements/enhancements based on their feedback and experience
- Communicate and coordinate with team to identify opportunities that allow for synergistic collaborations across partners in a region and throughout the nation
- Maintain records of partner transactions using Salesforce
- Identify site-specific grant opportunities and write and/or edit grant proposals, LOIs, and interim reports replete with member stories, metrics, outcomes, and accompanying analyses as needed.
- Assist Partnership Directors and National Directors of Partnerships in the preparation of both site-specific and national grant proposals as needed.

Qualifications, Attributes & Skills

- Interest in working in an organization that continuously evolves and changes requiring flexibility and excitement for iteration
- Superb writing ability. Demonstrated experiencing crafting proposals, reports, policy briefs and other written documents.
- Have excellent communication skills, responding to internal and external needs in a timely manner and listening, being thoughtful in your response, and setting clear expectations and boundaries.
- Comfortable interacting with a diverse group of stakeholders and the public and a passion for building relationships with people of different backgrounds to have conversations aimed at addressing erroneous stereotypes about low-income people and people of color, and shifting how they address poverty

- Familiarity and comfort working with data (numbers) and basic analytics
- Familiarity and comfort working on both administrative tasks (detail) and strategic planning (high-level)
- Ability to work independently **and** as a member of a team
- Working knowledge of MS Office, familiarity with Google applications Experience with CRM a plus, specifically Salesforce
- Significant work experience and/or 4-year college degree in fundraising, project management, public policy or related area; experience working with philanthropy and government a plus

Compensation

This is a full-time position with a competitive benefits package, including medical, dental, and vision, 401(k), and vacation. Salary range is \$70,000 to \$90,000.

Inclusion Statement

At FII, we strive to create a community that embraces equity, diversity, and inclusion, and we support the efforts of others to build such communities. We are committed to an inclusive work environment and are intentional about seeking a diverse pool of candidates that represents the communities with which we work.

FII is committed to the principles of equal employment. We create a diverse work environment and do not discriminate on the basis of race, color, national origin, sex, gender identity, religion, sexual orientation, age, disability, parental status, veteran status, or any other protected status under applicable laws. We encourage individuals of all backgrounds to apply.

To Apply*

To be considered for this exciting opportunity, please submit a resume and cover letter via email, with subject line **Southwest Region PM** to jobs@fii.org. Your cover letter should outline how your work personal and/or work history will contribute to the mission of FII. **Applications submitted without a cover letter will not be considered.*