

Partnership Director, California/Oregon Region

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 the exchange of financial and social capital in low-income communities across the nation.

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

Under the direction of the CEO, the Partnership Director will develop and lead the regional strategy for the adoption of FII's strength-based approach. They will identify, cultivate and steward philanthropic, governmental, and individual funding partners in California and Oregon.

The Partnership Director will work to secure direct funding commitments to FII's UpTogether Fund for the benefit of each funding partner's self-identified constituency (individuals and families living with low incomes in specific cities, towns, zip codes, etc.). Ideally, funding partners will manage their own self-designed 'fund' on UpTogether and utilize UpTogether's analytic tools. This individual will work closely with direct funding partners who manage and distribute their funds through FII's UpTogether platform and more traditional funders who continue to make direct donations/grants to FII for management and distribution.

They will supervise a Partnership Manager who will support their regional strategy. This is a 100% remote position (based in SF bay area) with a solid internet connection and functional work environment required.

Partnerships and Revenue Responsibilities

- Lead and develop the philanthropic, governmental, and individual fundraising efforts throughout the region to support, sustain and grow adoption of FII's strength-based approach.
- Own philanthropic, governmental, and individual relationships throughout the region, whether current or prospective funders.
- Strengthen relationships and two-way communication paths with current and prospective philanthropic, governmental, and individual funders.
- Identify and prioritize philanthropic, governmental, and individual funder prospects to support specific regional objectives and general organizational mission.
- Lead regional communications with philanthropic, governmental, and individual funders as well as other key stakeholders (i.e., analytic trends, insights, findings; significant happenings to report; member and partner stories)
- Where advantageous to FII's organizational mission, establish relationships with NGOs, or private entities.
- Serve as primary contact with regional Funding Partners, Influencers and Policy Makers.

- Share responsibility for UpTogether member recruitment with Funding Partners.

Managerial/Operational Responsibilities

- Leverage external Advisory Board members to meet regional objectives.
- Establish UpTogether Member Advisory Board to elicit feedback and formulate recommendations internally.
- Assume supervisory role for the assigned Partnership Manager.
- Collaborate with other departments as needed regarding contract negotiations, data requirements, budgets and financial obligations.
- Actively participate in event ideation, planning, coordination and facilitation, as needed.
- Develop a familiarity with member outcomes across varied funding offers and stay current on learnings.
- Provide feedback to functional organizations (finance, technology, support) from the partner segment based on actual experience.

Required Attributes/Skills

- Experience identifying, seeking, building and strengthening partnerships.
- Experience managing and collaborating/negotiating with direct clients and partners.
- Experience and comfort with oversight and management of multiple projects and priorities simultaneously.
- Capability to adapt FII's strength-based approach to address systemic limitations and partner preferences across various organization types.
- Demonstrated ability to work and network effectively across diverse communities and stakeholders.
- Excellent communication skills, both verbal and written; ability to modify and target messaging based on audience.
- Strong management skills, excellent organizational skills, and meticulous details.
- Skilled "generalist" capable in analytical work and writing as well as community advocacy and action.
- Demonstrated leadership qualities and managerial skills suited to a very flexible and non-hierarchical internal management culture which not only permits but requires senior staff initiative and creativity.
- A keen intellect coupled with the demonstrated capacity to both think strategically and execute a tactical plan.
- Familiarity and comfort with tracking and building project budgets.
- Experience working with philanthropy required.
- Experience working with and navigating government required
- 4-year college degree.

Other Qualifications, Attributes & Skills

- Proven ability to thrive in a remote work environment; self-directed; proactively reaches out; responsive; comfortable in a virtual setting
- Ability to thrive in a fast-changing environment, flexible in the pursuit of goals
- Demonstrated commitment to, or passion for, our mission.
- Deep belief in and operates according to FII's Core Values of Impact, Leadership, Partnership, and Equity
- Strong command of Microsoft office (Word, Excel, PowerPoint) required; familiarity with Google applications 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 \$100K - \$120K.

Inclusion Statement

We strive to create a community that embraces equity, diversity, and inclusion, and we support the efforts of others to build such communities. We encourage all qualified and interested persons to apply, regardless of race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

To Apply*

To be considered for this exciting opportunity, **please submit a resume and cover letter via email, with subject line "CA/OR Partnership Director" to HR at jobs@fii.org**. Your cover letter should outline how your work history and personal contribution would make a difference for FII. *Applications submitted without a cover letter will not be considered.