



**Women's Voices for the Earth (WVE)** is seeking an experienced organizer, campaigner and intersectional movement builder to serve as our **Director of Programs**. This position is responsible for leading the organization's program team in meeting the goals and outcomes outlined in our strategic plan, including the design and implementation of new and emerging programming that expands the organization's reach to communities most impacted by toxic chemical exposure. This position reports to the Interim Co-Executive Director<sup>1</sup> and is part of the Senior Leadership Team. **This is a hybrid position based in WVE's Denver office with the opportunity to perform a substantial portion of the work remotely.**

### **Mission & Vision**

WVE drives action towards a future free from the impacts of toxic chemicals rooted in gender justice alongside those historically and presently ignored by the environmental health movement by leveraging an intersectional solidarity approach based on our expertise in research, advocacy and organizing.

WVE envisions a world free from the impacts of toxic chemicals, one where our planet and communities are thriving, one where our gender, race, sexuality, zip code, income level or job does not determine our health outcomes.

We envision WVE as a community that is accessible, intersectional and empowering for LGBTQIA+ people, young people, Black people, Indigenous people, Latin@ people, Asian, Asian American, and Pacific Islander people, refugees, immigrants, people with disabilities, and working class people. We honor and recognize the intersectionality of these identities. We strive to put solidarity into action as we build this community.

**Salary range:** \$69,000 - \$85,000

WVE's philosophy is to pay competitive salaries and benefits for a national organization in the field of environmental health. Knowing that the nonprofit sector often underpays and overworks its people leading to burnout and departure from the sector, WVE strives to provide salaries and benefits that support the health and well-being of our valued employees. Our commitment is to invest in all staff regardless of title.

### **Duties:**

- Lead programmatic strategy and direction in alignment with WVE mission, vision, and values
- Work closely with organizational leadership to develop the overall strategic organizing direction for the organization
- Program staff management, support, & development; direct supervision of the Organizing & Network Manager and any future organizers
- Contribute to the organization's growth plan, annual and long-term planning, performance management, culture, and key strategic decisions

---

<sup>1</sup> As WVE reviews and finalizes its long-term organizational structure, this position will be supervised by either the Co-Executive Director or Deputy Director of the organization.

- Lead/Facilitate program design for all programmatic work; in particular, a redesign of WVE’s policy & corporate campaign work; oversee campaign design and execution
- Represent WVE in programmatic external partnerships and coalition spaces
- Lead Organizing Pilot Design Team in developing and implementing replicable and scalable organizing “experiments” in the Denver area. Support relationship-building, outreach, & network and issue-mapping in our Denver organizing pilot
- Lead evaluation of programmatic work and development of evaluation systems
- Support the Program and Communications teams to adapt current and past scientific and policy work in service of making WVE’s work more accessible and impactful and to refine external communications strategies
- Create and/or revise educational and training curricula and materials
- Collaborate with WVE leadership and staff on movement building strategies and building cross-movement organizational partnerships; Develop and implement a plan to expand our ability to effectively partner with a wide range of people and organizations
- Develop and manage systems to support national leaders, grassroots leaders and members on organizing and campaign skills, story collection, leadership development, list building, and coalition building; Foster and maintain strong, ongoing relationships with national and state grassroots and grass tops leaders
- Support institutional fundraising including: developing and identifying new streams of funding, assisting in proposal writing, tracking quantitative and qualitative metrics for grant reports, and other fundraising support, as assigned
- Manage the organization’s Program budget, support the annual budgeting process and provide quarterly estimates of expenses
- Contact management through EveryAction CRM
- Project management for multiple streams of work
- Event management, in-person and virtual

**We offer:**

- 32 hour work week (Fridays off, with Flex policy when weekend work is needed)
- Hybrid office space in Denver
- Monthly home office & phone stipend
- A competitive salary and benefits package
- A flexible, responsive work environment that centers transparency, trust-building, and accountability

At Women’s Voices for the Earth, we believe that a workplace that centers justice, equity, diversity and inclusion makes our work more impactful and innovative. We encourage people from all backgrounds, ages, abilities, and experiences to apply. We are an equal opportunity employer. We do not discriminate on the basis of race, color, ancestry, religion, national origin, sexual orientation, age, citizenship, marital or family status, disability, gender, gender identity or expression, pregnancy or caregiver status, veteran status, or any other legally protected status. We will ensure that individuals with disabilities are provided reasonable accommodations to participate in the job application and interview process, to perform essential job functions, and to receive other benefits and privileges of employment.

**A Note on Qualifications to Applicants:**

Part of our commitment to justice, equity, diversity, and inclusion is recognizing that the best

candidates may not meet every qualification in a job description due to structural inequities and intersecting forms of oppression. **We strongly encourage candidates with less traditional backgrounds to apply, especially people directly impacted by toxic chemical exposure, BIPOC, trans, and non-binary folks, even if you do not fit the description perfectly.**

## **Requirements**

### **Core Skills and Qualifications**

- A commitment to [WVE's Mission, Vision, and Values](#)
- 8+ years experience in organizing, campaigning and/or social change work
- 3-5 years experience leading organizing in the Denver metro area and Colorado
- Experience with staff supervision and leadership development; Skilled, strategic, and relationship-oriented people manager
- Experience building systems and managing multiple streams of work at a high level
- Expertise in the following areas: State and/or Federal Policy, Corporate Accountability, Campaign Development, Organizing and Leadership Development
- Proven commitment to anti-oppression work, gender justice, and leading in multiracial spaces: experience in working across race and gender, have a strong anti-oppression/power analysis that is rooted in lived experience, and enthusiastic to continue their learning and practice around anti-oppression, liberation, and Justice, Equity, Diversity, and Inclusion (JEDI) work
- Experience leading in Environmental Health/Justice, Reproductive Health/Justice, Racial Justice, Disability Justice, and/or Youth Organizing. Must be enthusiastic about working in an environment led by gender-expansive people of color

### **Additional Skills & Qualifications**

- Successful track record working on campaigns and/or developing an issue and/or policy-based campaign start to finish, managing field drives, recruiting and managing canvassers.
- Community-based and/or Participatory Action Research
- Experience training and/or facilitating inclusive participatory group processes across different identities and communities
- Experience developing and adapting educational training materials for multiple audiences
- Experience using databases/CRMs like EveryAction
- Experience creating communications content related to campaigns: blogs, website copy, social media content, podcast, media relations, etc.
- Multi-lingual, especially Spanish speakers.

### **Competencies & Assets:**

- High appetite for leading & collaborating through change and emergence
- Excited about starting projects from the ground up
- Energized by building & maintaining relationships across many communities and identities
- Highly collaborative, empathetic and compassionate

- Active listener and clear communicator who celebrates team successes and can take lessons from failures and apply them to future work
- Able to hold the complexities of centering community needs and the organizational mission
- A strong anti-oppression and power analysis that is rooted in lived experience

### **Application Info:**

- If the role of Director of Programs feels like the right fit for you, [submit a resume, cover letter, and 3 references in one document through this form](#) . *Optional:* You may also submit materials related to previous organizing or campaign work to support your application.
- We will begin reviewing resumes on a rolling basis and begin the interview process in late April/early May.
- The interview process will include a practical assignment based on the duties of this position. Candidates asked to complete this phase will be compensated for their time.

### **Benefits:**

WVE offers a competitive salary and benefits package that includes 100% employer paid health, dental, and vision insurance for full-time employees, a monthly home office and phone stipend, retirement match, 32 hour work week, generous paid leave including 6 weeks of full office closure each year, professional growth stipend, and 3 month paid sabbatical after 5 years of employment. Employees have access to the National Employee Assistance Program that provides short-term counseling services to employees and their families, in addition to wellness programs, legal services, and more. WVE is committed to a flexible, responsive work environment that centers transparency, trust-building, and accountability.