



Executive Leadership Job Announcement

Overview

Third Wave Fund (thirdwavefund.org) is seeking executive leadership to shape the next chapter of our work in youth-led gender justice organizing and philanthropy. Third Wave Fund is an activist fund that serves as a bridge between grassroots organizing and funders, seeking to resource movements and guide philanthropic priorities where the most marginalized have a voice. The organization is experiencing an exciting period of growth. We are seeking an Executive Director, or Co-Director Team, with vision, passion, and tenacity to lead all aspects of Third Wave's strategy, programs, operations, and fundraising in this critical moment.

Organizational Background

Third Wave Fund is an activist fund by and for young women of color, queer and trans people under the age of thirty-five. We are inspired by a vision that young people have the tools and resources they need to lead powerful movements. We are the only funder that prioritizes youth-led grassroots gender justice organizations in the United States, particularly in geographies underserved by philanthropy.

Since our founding in 1996, Third Wave has made over \$4 million in grants to hundreds of groups who serve and are led by young people of color and people from low-income communities. Third Wave supports groups from the ground up through grantmaking, capacity building, and relationship building with other funders and donors, and we are one of the few places where young activists have a leadership role in philanthropy.

As a community fund, we partner with donors and activists to ensure that young people have what they need to make meaningful and lasting change in their communities, and we are proud to make grants to groups that are often dismissed by larger foundations. Our grantees focus on a variety of intersecting issues including reproductive justice, transgender liberation, racial justice, healing justice, and sex worker rights.

Third Wave was deeply impacted by the 2008 financial crisis, and in 2013 the organization was prepared to sunset. However, following a series of grantee conversations, it became clear that Third Wave played a critical role in redistributing funds to radical grassroots youth organizing work, and was needed as an advocate for its grantees in the philanthropic field regardless of how much it disbursed in grants. In response, the Fund recommitted to its vision for liberation and gender justice, and to reimagining a funding model that would support this process. In 2014, Third Wave relaunched as a community fund, and has been rebuilding its organizational capacity ever since. Last year, the Fund awarded the most grant dollars that it ever has in its 20+ year history.

Third Wave is excited to be searching for a new Executive Director or Co-Director Team to take our work to the next level—both continuing to grow our programs and giving as a Fund, and furthering our contribution to philanthropic justice.

Third Wave is fiscally sponsored by the Proteus Fund who partners with foundations, advocates, and individual donors to advance democracy, human rights, and peace. Our annual budget is \$1.75 million dollars and we have five talented staff members based in Chicago and New York City.

The Opportunity

We seek candidates that have a vision for gender justice in philanthropy and a deep connection to grassroots organizing with young women, queer, and trans people of color across the United States. Third Wave Fund is a leaderful organization and youth leadership development is one of its core values. The ideal candidate(s) may not view themselves as a fit for a traditional Executive Director role—but Third Wave believes that leadership comes in many forms and encourages everyone, including members of our core constituency, to apply. Co-Directors should apply and will be considered together as a team; Third Wave will not be matching individual applicants for co-directorship during the application review process.

Key Responsibilities

- With board and staff, growing the strategic vision of Third Wave Fund within gender justice movements and philanthropy
- Overseeing the daily operations of the organization
- Managing and developing the leadership of the Third Wave staff team
- Serving as a public face for Third Wave Fund
- Ensuring the financial health of the organization
- Leading all fundraising activities and events with institutional, individual, and grassroots funders, including giving circles and participatory grantmaking models

Characteristics We Seek

- A demonstrated commitment to gender, racial, economic, and healing justice and dismantling all systems of oppression
- Commitment to operationalizing social justice values into organizational processes, including self-care as a strategy for community care.
- Membership in or strong connections to grassroots gender justice organizing with young women, queer, and trans people of color
- An enthusiasm for building relationships (i.e. engaging in many meetings, coffees, breakfasts, etc.) across grassroots movements and within philanthropy to advance Third Wave’s mission
- Experience managing collaborative teams with shared leadership to achieve visionary outcomes
- Emotional intelligence and a spirit of self-reflectiveness
- An ability to balance earnestness and levity through the highs and lows of the organization’s life cycle

Compensation and Benefits

\$85,000 to \$115,000 commensurate with experience and the proposed leadership structure. Third Wave also offers excellent health benefits, retirement contribution, and a generous paid time off package.

Location

Our office is located in Brooklyn, NY, and remote locations can be explored. Candidates living outside of NYC must be willing to travel often to NYC and manage a virtual team located in Chicago and NYC.

Third Wave Fund is a hosted project of the Proteus Fund, a 501(c)(3) organization, and an equal opportunity employer committed to providing equal employment opportunity for all employees and applicants regardless of race, color, religion, sex, sexual orientation, gender identity, gender expression, age, national origin, ancestry, genetic information, physical or mental handicap, whistleblower status, or any other category protected by state or federal law. Proteus Fund's policies and practices are to reflect Proteus Fund's commitment to nondiscrimination in all areas of employment.

To Apply

[Strategies for Social Change](#)® (SSC) is conducting the leadership transition and search. SSC is a woman of color led capacity building practice working exclusively with social justice organizations.

Nominations, inquiries and application materials should be submitted to:
executivesearch@thirdwavefund.org

Please submit applications electronically and include a résumé, five references and a cover letter that addresses:

1. Why you are interested in working with Third Wave Fund and the constituents we serve
2. What you believe you would bring to the position of Executive Director
3. How your past accomplishments are relevant to this position.

Instructions for Co-Director Applicants

In addition to submitting individual résumés, a cover letter and references, candidates applying as Co-Directors are invited to submit a proposal (2-4 pages) detailing your shared vision for division of roles and responsibilities between the co-applicants.

Next Steps

All inquiries and applications will be kept confidential. Applications are reviewed and eligible candidates will be contacted about interviews. Résumés are reviewed on a rolling basis; we expect to receive résumés from many qualified applicants and therefore highly recommend submission as soon as possible and no later than June 22, 2018. For more information about Third Wave Fund, visit thirdwavefund.org.