



Granite State Organizing Project

A Voice for Justice in the Granite State!

Executive Director
Manchester, New Hampshire

Background

The Granite State Organizing Project (GSOP) was founded in 2002 by religious congregations, labor union members and community leaders in southern New Hampshire for the purpose of building the power necessary to create lasting social and economic justice in the region. The Granite State Organizing Project is a nonpartisan, multi-racial, and multifaith not for profit community organization, working to place human dignity at the center of public life in New Hampshire. By uniting faith communities, tenant associations, labor unions, and other organizations and individuals, GSOP strengthens the ability of Granite Staters to address local, regional, and national issues (including racial and economic inequities in education, housing, immigration, and healthcare). GSOP is a vehicle for congregations, people of faith, and all who desire positive change to act collectively and powerfully towards racial and economic equity and justice in New Hampshire. Our shared values and diverse faiths drive us to organize for a better world for our children and our children's children. Leaders with GSOP organize to create a society where everyone, whether Black, Brown, or White, can thrive without exception.

Position Description

Reporting to the Board of Directors, the Executive Director will have overall strategic and operational responsibility for the organization's vision, growth, staffing, funding, development, and execution of its mission. The Executive Director will develop a deep knowledge of the organization, core programs, operations, and business plans.

Responsibilities:

- Build and support a strong culture of base building and grassroots organizing to build the power necessary to achieve substantive change in the Granite State
- Facilitate and increase outreach in the state by engaging other faith organizations, labor union organizations, and community leaders
- Supervise, train and mentor staff in their development as powerful community organizers
- Provide organizational leadership training for staff
- Commit to addressing the social justice needs identified by GSOP community members
- Develop civic and leadership skills of community members
- Ensure consistent quality of administration, fundraising, grant writing, and communications
- Develop a five-year strategic plan for the organization and review it annually with the Board of Directors
- Recommend timelines and resources needed to achieve the strategic goals of the organization

- Working with the Internal Operations Manager, manage and oversee the organization's finances and lead the organization's development efforts
- Collaborate with NH partner organizations and national partners
- Foster a culture of shared planning, training, and accountability with the Board of Directors and conduct an annual evaluation to identify strengths and areas for growth
- Be flexible and willing to accept additional duties as required, according to the organization's needs and the staff member's skills and abilities

Qualifications:

- Minimum of Bachelor's degree
- Minimum of 5 years of direct community organizing experience
- Strong commitment to economic and racial justice
- Demonstrated experience working with diverse staff and communities
- Strong oral and written communication skills
- Strong public relations, fundraising, and grant application experience with the ability to engage a wide range of stakeholders and cultures
- Managerial, supervisory, mentorship, and training experience
- Able to cultivate relationships with funders
- Able to delegate when appropriate
- Able to hold self and staff accountable to the goals and mission of the organization
- Able to work some nights and weekends
- Ability to travel (both in-state and periodically out-of-state for meetings/conferences)

Preferred Qualifications:

- Spanish language proficiency
- Experience working with faith communities and/or labor unions
- Strong computer and technology skills

Compensation: This is a full-time position. Compensation is based on experience and is highly competitive, with excellent benefits. Salary range \$85,000-\$110,000.

Location: The candidate is expected to work in GSOP's Manchester, NH office.

HOW TO APPLY: Please submit your resume with relevant experience and a cover letter detailing your interest in this position to applications@granitestateorganizing.org. References upon request. Applications will be accepted on a rolling basis until the position is filled.

Granite State Organizing Project is an equal opportunity/affirmative action employer. We value a diverse workforce and an inclusive culture. GSOP encourages women, people of color, persons with disabilities, people with records of arrest or conviction, veterans, and lesbian, gay, bisexual, and transgender individuals to apply.

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