

Narrative Initiative

POSITION PROFILE
Executive Director
Narrative Initiative
Location Flexible



**Making equity and social justice
common sense.**

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ABOUT NARRATIVE INITIATIVE

Narrative Initiative catalyzes durable narrative change in order to make equity and social justice common sense.

Who We Are and What We Do

Over the last several months, we have witnessed the growing influence of social change movements and individuals to expand our collective ideals. For too long, harmful narratives have marginalized, divided and promoted fear in order to uphold unjust systems. Our nation is at an inflection point where new narratives can be created to establish and promote powerful and inspiring visions for the future where equity and social justice are common sense.

Born out of the recognition that narratives permeate every aspect of our everyday lives, Narrative Initiative supports social justice networks, leaders and organizations in shifting the way people feel, think and respond to the world in order to achieve equity and long-lasting, transformational change. Grounded in a strong practice of listening, testing and reflecting, our small team bridges and supports a rapidly growing narrative change field, working with communicators, organizers, artists, advocates, researchers, and philanthropy in the U.S. and internationally. We make connections between ideas and organizations, promote effective strategies, and activate coordination within the field to help generate and amplify replicable narrative change efforts that are based in research and practice.

Narrative Initiative has emerged as an important institution that seeks to transform how narratives and movements align to create social justice impact. As the organization steps into its bold next chapter, the Narrative Initiative seeks a visionary and dynamic Executive Director who understands the power of narrative to create a world of belonging, equity and justice.

For more information on Narrative Initiative, please visit www.narrativeinitiative.org.

THE OPPORTUNITY

What We Are Seeking in an Executive Director

The new Executive Director will lead the organization into its next chapter during a time when social justice narratives are more critical than ever. The Executive Director will work in close collaboration with the staff, advisory board, and stakeholders in the field to expand Narrative Initiative's reach and impact, identifying and pursuing opportunities to harness the power of narrative to help advance equity and justice.

Internally, the Executive Director will be responsible for organizational and team management, ensuring that the organization continues to deliver on its mission externally while strengthening a values-based internal culture and ensuring that the advisory board is effectively updated and leveraged in Narrative Initiative's work.

The Executive Director's areas of focus include the following:

Strategic Vision

The ED will build on Narrative Initiative's strong foundation to chart a course for the future, continuing to identify and leverage opportunities for narrative to strengthen and advance social justice. They will bring a strong point of view about the role that narrative can play in social change and a multidisciplinary approach to narrative work.

Thought Leadership and External Relationship Building

The ED will be a strong connecting voice in the narrative change field, bringing players and actors from multiple spaces and sectors together in new and exciting ways to amplify the impact and reach of narrative change strategy, theory, and practice. The ED will develop a strong profile as a thought leader, convener, and thinker who is helping to connect and grow the field.

Team and Programmatic Management

The ED will lead and manage a geographically dispersed team of 4 talented individuals working across various program areas. They will demonstrate strong leadership skills, including the ability to coach and grow the team and attract and retain a best-in-class staff. Programmatically, the ED will ensure our work continues creating conditions to support the evolution and expansion of narrative change at scale while also developing new initiatives that increase communication and connection, foster improved theory and practice, and facilitate an aligned network that shifts deep narratives.

THE OPPORTUNITY

Fundraising, Strategic Relationships and Revenue Generation

Starting from its current strong financial position, the Executive Director will lead, steward and develop a vibrant fundraising and revenue strategy to build the organization's capacity and infrastructure. The ED will be responsible for expanding the base of our relationship with philanthropy and creating opportunities for financial engagement. Our new leader will possess an understanding of the philanthropic landscape to identify critical opportunities for partnerships, shared programming and other dynamic initiatives. The ED will bring a thoughtful, creative and bold approach to fundraising in order to raise the organization's visibility and increase our presence in the field.

CANDIDATE PROFILE

Strong candidates will bring a fundamental belief in the power of narrative strategy for social change, the credibility required to serve as an effective convener and thought leader in the spaces in which Narrative Initiative is active; strategic vision and execution skills; exceptional communications and relationship building skills; and the ability to lead all aspects of a growing organization.

Who You Are

Visionary leader. You have an ability to develop and execute a compelling vision with a clear path to execution. You have demonstrated experience successfully leading a team, including managing remotely and building resilient, adaptable teams that can hold long-term vision while responding to emerging opportunities and challenges.

Grounded in values. You understand dynamics and sensitivities of social movements, political economy, and power relations — lived and historical, individual and systemic. You have a social justice lens that is born of a fundamental commitment to equity, including the ability to provide race, class, and gender analysis and perspective internally and externally. You exhibit diplomacy, warmth, and humanity.

Adaptable. You are familiar with and level-headed in the face of uncertainty. You integrate your ability to gather data and its implications with your intuitions. You recognize that decision criteria can vary with circumstances. You learn from your mistakes and model calm under pressure. You have a forward-looking perspective, with the ability to spot and predict trends and patterns and operate with a systems-change approach to thinking, planning, and strategizing.

Credible. You have practical experience in one of the fields related to narrative and narrative change (e.g., strategic communications, social science, marketing, cultural strategy, community arts, philanthropy, research/academia, etc.). You take a multidisciplinary approach to narrative, with the belief that no single discipline alone can create deep narrative shift. You have the ability to comfortably navigate the intersections between philanthropy, nonprofits, activists, and the narrative space, with deep experience in these fields that lends credibility.

Curious, collaborative team builder. You are an innovative and creative thinker with an inclusive, “big tent” approach to collaboration and problem solving. You build and support intentional spaces for collaborating successfully inside and outside of the organization. You strive to get the best out of your team, fostering a culture that leaves space for team members to stretch and grow in order to achieve. You provide ongoing feedback — both encouraging and critical.

CANDIDATE PROFILE

Fundraiser. You have an understanding of fundraising, and a willingness to engage in all of the activities required to expand a funding base. You are a convener and partner who instinctively looks to others to achieve collective impact, with the commensurate ability to manage and execute partnerships to facilitate alignment on deep narrative change. You have the ability to manage the financial and operational aspects of the organization, which is a fiscally sponsored project of the New Venture Fund.

Excellent communicator and listener. You're a strong writer and speaker who is very responsive. You understand the importance of clarity and tone, and are sensitive to audience and context.

COMPENSATION & BENEFITS

The annual salary range for this role will be \$180,000 to \$200,000 commensurate with qualifications and experience.

As a project of New Venture Fund (NVF), a 501(c)(3) public charity, Narrative Initiative offers a generous benefits package including:

- medical,
- dental,
- vision;
- progressive paid time off;
- mobile phone and exercise subsidy;
- and support for professional development.

HOW TO APPLY

Koya Leadership Partners, the executive search firm that specializes in mission-driven search, has been exclusively retained for this engagement. Molly Brennan and Amber Brown are leading this search. To make recommendations or to express your interest in this role please visit this [link](#) or email NarrativeInitiativeEDSearch@koyapartners.com.

All nominations, inquiries, and discussions will be considered strictly confidential.

Narrative Initiative is a project of New Venture Fund (NVF), a 501(c)(3) public charity that incubates new and innovative public-interest projects and grant-making programs. NVF is committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. NVF's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

About Koya Leadership Partners

Koya Leadership Partners, a member of the Diversified Search Group, is a leading executive search and strategic advising firm dedicated to connecting exceptionally talented people with mission-driven clients. Our founding philosophy—The Right Person in the Right Place Can Change the World—guides our work as we partner with nonprofits & NGOs, institutions of higher education, responsible businesses, and social enterprises in local communities and around the world.

Koya is an equal opportunity employer fully committed to creating an environment and team that represents a variety of backgrounds, perspectives, styles, and experiences. We encourage all to apply because we believe a diversity of voices leads to better discussions, decisions, and outcomes for everyone.

For more information about Koya Leadership Partners, visit www.koyapartners.com.