



New England Grassroots
Environment Fund Inc.

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New England Grassroots Environment Fund

Job Posting: Director of Learning and Evaluation

Timeline: open/posted until filled

Job Location: Most staff members are based out of Newmarket, NH and Burlington, VT but are working remotely for the foreseeable future due to the COVID19 pandemic. This position will ideally be based in one of our offices. Consideration will be given to permanent remote staffing, provided staff member is based in New England and could work out of one of the offices on an agreed upon minimum routine with transportation costs reimbursement.

Apply: Please submit a single PDF that contains a cover letter, current résumé and the names and contact information of at least three professional or relevant references. We will begin review/interviews as applications are received with priority given to applications received by December 4th, 2020. Please send your PDF application file to: job@grassrootsfund.org, Attn: Search Team. Please direct any questions to email only.

Organizational Summary: The New England Grassroots Environment Fund (Grassroots Fund) is a 501(c)(3) environmental justice funder with a mission to energize and nurture long term civic engagement in local initiatives that create and maintain healthy, just, safe and environmentally sustainable communities.

Our program work:

- fosters innovation by directly providing grants to frontline environmental justice/just transition organizers and engaging in conversation around our guiding practices towards transformative work;
- amplifies voices through our participatory modeling focused on shifting power in decision-making;
- convenes changemakers through our Community of Practice work, RootSkills Training Series, Catalyst Conversations and pop-up offices;
- reimagines philanthropy through our shared decision-making model of grantmaking and by working to disrupt white supremacy culture across programs.

The Grassroots Fund co-creates healthy and sustainable communities throughout New England by providing individuals and groups - particularly those who have been traditionally marginalized - with access to the tools, resources and connections they need to achieve environmental and social justice. Our [Guiding Practices](#) are fundamental to our mission, functions and programs.

Position Description

The Grassroots Fund seeks a dynamic and collaborative individual who has an established record of direct environmental justice/just transition work in marginalized communities. The Director of Learning is a new position focused on participatory action research, including establishing, implementing and overseeing ongoing data collection systems, learning loops and participatory evaluation. The Director of Learning will lead or play an active role in development of new programs and pilots as well as in ongoing grant review as needed across grant programs. The Director of Learning will report to the Executive Director.

The Director of Learning has four primary focus areas in support of the organization's mission:

1. Oversee participatory action research that will include the development and ongoing improvement of framework for grantee/participant data collection, mapping and participatory evaluation. This role will



Fostering Innovation
through Grants



Convening
Changemakers



Amplifying
Voices



Revolutionizing
Philanthropy

- include working with all program staff to enhance these systems across grantmaking, convenings, communications and other program design;
2. Oversee a new grant program at the Grassroots Fund, currently called the New England Food System Resilience Fund. Tasks will include community needs surveying, developing a community-led steering committee, grant process/logistic design (based on steering committee recommendations) and oversight of/participation in the grant review process. As with other Grassroots Fund grant programs, oversight of the Resilience Fund will incorporate a 3-tiered participatory process with an open call for application readers, planning grantmaking committee retreats, providing applicant support, managing grant intake, review, and management of grant awards;
 3. Collaborate with Executive Director and Director of Operations across strategic initiatives;
 4. Assist, as-needed, in semiannual Grow and Young Leader grant program review.

The Grassroots Fund is seeking a Director of Learning with lived experience in environmental justice and social change advocacy and organizing, particularly in under-resourced and marginalized communities. Applicants should have significant demonstrated experience in participatory action research. Demonstrated experience in facilitating groups that bring diverse lived experience and strategies to disrupt white supremacy culture is highly desirable.

We are looking for applicants with a highly collaborative style. Candidates should demonstrate high energy, maturity, and leadership with the ability to assess and interpret information to make strategic decisions and utilize narratives, stories and data from grassroots work for maximum impact to the region's environmental justice movement. Candidates should be comfortable with (and ideally demonstrate experience with) facilitating participatory processes. We are looking for someone who demonstrates excellent verbal and written communications skills.

As the Grassroots Fund is a small non-profit, we seek someone who can work well independently and manage multiple projects and priorities. Candidates should have a high level of comfort working with online organizing tools like Google Docs/Drive, Asana and Zoom.

Candidates should have passion for and commitment to environmental, social and economic justice and believe in the power and impact of grassroots action leading to a just transition. We are looking for a proven ability to work productively and respectfully across diverse communities and populations. A candidate needs to have the ability to travel regularly within New England (when safe to resume) - and occasionally beyond - and participate in occasional evening and weekend obligations. We are looking for someone with flexibility, a sense of humor and creative solution-seeking skills.

Education/Experience

- College undergraduate degree or demonstrated lived experience;
- Demonstrated experience in participatory action research, including data collection systems, learning feedback loops and evaluation systems;
- Experience in environmental and social change organizing with diverse community members;
- Experience in participatory/democratic grantmaking practices a plus.

Salary and Benefits

The Director of Learning is a full-time position of 40 hours with benefits and competitive compensation range of \$55,000-\$70,000, depending on experience and education. The New England Grassroots Environment Fund is a nonprofit organization and an equal opportunity, at-will employer. The Grassroots Fund is committed to the belief that each individual is entitled to equal employment opportunities.