The Winthrop Rockefeller Foundation (WRF) is seeking an innovative, collaborative, and passionate leader who is willing to partner with a dynamic team to help support the transformation of Arkansas to a state where everyone can thrive and prosper.

ABOUT THE POSITION
We are seeking a dynamic individual capable of working during a period of organizational, programmatic, and culture change in support of the AR Equity 2025 strategic direction. The Foundation’s mission is cross-cutting, and consequently, the Equity Officer works closely with the Chief Innovation Officer and other Senior/Equity Officers to envision, implement, and oversee an intersectional strategy of policy disruption, community change, and movement building.

KNOWLEDGE, SKILLS, ABILITIES
The ideal candidate will demonstrate the following:

- Purpose-driven: Grounded in the work, aware of the impact that is possible, and exhibits a personal commitment to purposeful engagement and collaborate with others internally and externally to move organizational strategy forward
- Innovation: Able and eager to identify new opportunities, strategies, and approaches to philanthropy within and outside of traditional systems and structures
- Entrepreneurialism: Ability to present ideas to reimagine supporting community-based organizing groups in Arkansas
- Ideas and inquiry: Generate ideas, then test those ideas internally and externally to establish original methods and points of view
- Comfort with ambiguity: Possess the confidence and flexibility to successfully work in an environment where experimentation is encouraged
- Growth mindset: An individual who is always learning, growing, improving, open to feedback is one that would fit into the culture of the foundation
- Exceptionally strong organizational skills, sharp attention to detail, and persistence in following through on projects
- Critical thinking skills as they apply to the processes of leadership, engagement, assessment, intervention and evaluation of organizations, and communities
- Advocacy skills for practice delivery and policies that promote equity when working with organizations and communities
- Excellent written and oral communication skills
- Excellent computer skills and a willingness to learn new tools and systems
- Demonstrated flexibility, maturity, and ability to work as a team with program staff, consultants, and persons outside the Foundation
- Comfortable working in a supportive role and team environment
- Good sense of humor and abiding optimism in the potential for Arkansas to improve people’s lives
- Strong understanding of and commitment to equity in Arkansas

DUTIES AND RESPONSIBILITIES
● Provide leadership and oversight for the development of policy, advocacy and public affairs strategies that support increased equity for all Arkansans
● Develop relationships, manage a related grants portfolio, and champion programs to ensure that every Arkansan has the chance to thrive and prosper
● Ideate, curate, and support activities that drive progress towards equity as defined by WRF’s strategic direction
● Initiate and foster strategic partnerships with thought leaders and key external constituencies, including governmental, philanthropic, business, and nonprofit communities to advance the equity mission of the Foundation
● Advocate for equity and challenge inequity and structural barriers internally and externally
● Work closely with the Chief Innovation Officer to develop external communications strategies that advance equity
● Expand the Foundation’s learning on strategy and outcomes to inform grantmaking, investments, movement building, policy advocacy, and strategic direction
● Obtain, maintain, and share a high level of knowledge of the most effective strategies and current thinking in public policy and social change – what works, what are the most effective and/or innovative ways to support the work, and how to implement strategies with partners
● Respond to inquiries for grants and Program Related Investments; offer support beyond grant seeking, including referrals, networking, technical assistance, and general counsel
● Partner with the Chief Innovation Officer and other Equity Officers on recommendations; conduct due diligence, and write strategy papers and funding recommendations for board approval
● Continuously monitor grants, investments, and professional service contracts for impact and lessons learned, revising the strategy as needed based on learning and appreciative inquiry processes
● Represent the Foundation at conferences and meetings; stay abreast of the philanthropic field and foundation’s program areas through conferences and other professional activities

QUALIFICATIONS
● Bachelor’s degree required. Master’s degree preferred or experience related to the WRF’s priorities
● Three to five years of experience preferred in education, economic development, communications, community change, or public policy. Prior experience in the nonprofit sector is preferred.

HIRING SALARY RANGE
Depending on the experience level of the candidate:
$72,000 - $82,000 for equity officer
$85,000-95,000 for senior equity officer

HOW TO APPLY:
Apply with a cover letter, resume, and references. Applications should be directed to talent@wrfoundation.org. Please place WRF Equity Officer and your name in the subject line.

About the Foundation:
WRF affirms the legacy of Governor Rockefeller, who envisioned a thriving and prosperous Arkansas that benefits all Arkansans. WRF is the catalyst for structural change in Arkansas. We lead the way with a deep commitment to equity, great courage in the face of opposition, and bold collaborative relationships with partners who care deeply to change our state and our nation.