



Job Description

Senior Director of Capital Strategies

Organizational Overview

The Center for Economic Democracy [CED] is a US social movement building organization, growing capacity in our communities to transition capitalism into a just, sustainable and democratic economy. Based in Boston, CED supports local racial and economic justice initiatives like the Boston Ujima Project, Coalition for Worker Ownership and Power (COWOP), the Solidarity Economy Initiative and Yes for a Better Budget, while offering training and technical assistance for economic democracy efforts across the US. We're searching for a new member of our team to lead CED's philanthropic and impact investing work.

Background

Playing a new role within CED, the Senior Director of Capital Strategies will help lead and expand our work to redistribute and democratize finance capital in service of building economic democracy in the US. This position builds on CED's history as a philanthropic steward, donor advisor and capital strategies innovator, working at the intersection of grassroots organizing and impact investing.

The Senior Director of Capital Strategies will oversee fundraising efforts for CED and our local partners, while advancing regional and national strategies to democratize the governance of capital across a broader range of asset classes and institutions. The Senior Director of Capital Strategies will hire and supervise a Grants & Investments Associate, and work closely with the Executive Director and Senior Program Director. Together, this team will design and implement donor and investor-related education and organizing programs, as well as strategies and experiments to build movement-aligned infrastructure in the realm of finance.

Position Summary

- \$100,000 - \$130,000 Annual Salary
- Senior Director of Capital Strategies
- Hybrid remote & in person at CED's Boston office (Massachusetts residency required unless otherwise negotiated)
- Start date 6/01/2022 or until filled

Roles and Responsibilities

The Senior Director of Capital Strategies will be responsible for the following areas of work:

- Movement Finance Forum
 - Co-design, launch and lead the Movement Finance Forum, a collaborative network for cohorts of progressive asset owners and stewards to grow the field of Social Movement Investing in the US.
 - Seed and support organizational infrastructure to grow the capacity of frontline communities to govern finance capital across asset classes and institutions.
 - Engage in public advocacy (writing, speaking, media etc.) within philanthropic and impact investing networks to popularize CED's efforts to democratize finance capital.

- Solidarity Economy Initiative (SEI)
 - Co-manage the Massachusetts Solidarity Economy Fund, a pooled fund for participatory grantmaking by SEI's cohort of grassroots organizing leaders.
 - Lead SEI's Solidarity Philanthropy Learning Circle, a community of practice for funders of the Massachusetts Solidarity Economy Fund.

- Fundraising and Resource Organizing
 - Coordinate CED's philanthropic and major donor efforts, including funder prospecting, proposal writing, reporting and relationship management.
 - Deliver training, presentations and advisory services for philanthropic partners and High Net Worth Individuals interested in aligning with CED's Solidarity Philanthropy principles.

- Ecosystem Support
 - Provide selective, direct technical assistance to mission-aligned solidarity economy projects in the areas of capital raises, ownership structures and multi-stakeholder governance.
 - Support fundraising and capital campaigns for strategically aligned local partners and organizations.
 - Connect capital strategies to CED's other public policy and narrative campaigns as appropriate.

In addition, the Senior Director of Capital Strategies will hold these organizational responsibilities:

- Hire and manage a full time Grants & Investments Associate.
- Oversee CED's Capital Strategies Programs Budget and CED's Development Budget.
- Participate in staff wide meetings, retreats and activities.
- Participate in co-learning, advising and mutual accountability processes with CED team members.
- Participate in CED's organizational development and culture work, including collective decision making about organizational vision, design, strategic priorities, processes and structures.

Desired Experience and Skills

Recognizing that any one individual is unlikely to have all of the skills below, a successful candidate will have strong expertise in two or more of these areas, and will be excited to grow in the other areas:

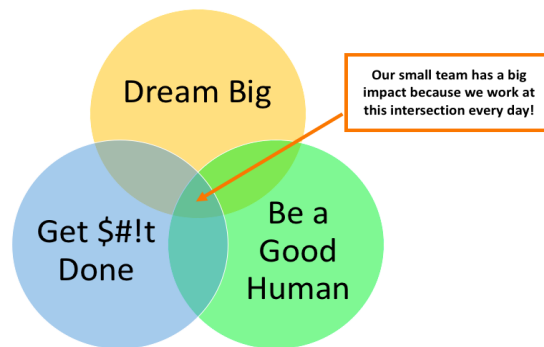
- Social Movement Ecosystem
 - Experience working in or supporting grassroots and/or labor organizing sectors.
 - Experience with policy and/ or corporate research and advocacy campaigns.
- Community Development Finance
 - Ability to advise community-based projects on business models and capital raise strategies.
 - Experience conducting due diligence on enterprises, real estate and/or funds for investment purposes.
 - Ability to mobilize capital for cooperatives, community land trusts, democratic investment funds and other solidarity economy business structures.
- Social Justice Philanthropy
 - Experience fundraising for grants and/or program-related investments to support racial and economic justice projects.
 - Experience working within a foundation, family office or pooled fund that supports progressive causes.
 - Experience advising, serving or organizing within progressive philanthropic networks.
- Capital Strategies
 - Familiarity with multiple dimensions of the US social capital ecosystem, ranging from community based lenders to shareholder activists.
 - Experience in investment advising, securities research or portfolio management for progressive clients.
 - Experience with shareholder activism and corporate governance strategies that advance social movement campaign demands.

Other Desired Attributes

- Can confidently navigate community organizing and progressive philanthropic networks.
- Is a talented facilitator, experienced in designing and leading collective planning and action processes.
- Can build trusted relationships and create and manage collaboratives with integrity.
- Has a command of business fundamentals with skills in financial analysis and basic accounting.
- Is familiar with macroeconomic frameworks; can engage in discussions on fiscal and monetary policy.
- Is a strong writer, public speaker and clear communicator.
- Is a highly organized, thorough and diligent project manager.
- Demonstrates high emotional intelligence and is a strong interpersonal communicator with a collaborative orientation towards teams.

General Expectations of all CED Team Members

- Committed to social, economic & ecological justice + working towards liberation & wellbeing of all people.
- Is proficient with common technology platforms (Google Suite, Zoom, Microsoft etc.).
- Can align with CED's guiding team principles:
 1. Build trust through radical candor and transparency.
 2. Recognize humanity: balance rigorous commitment to our future, our community and ourselves.
 3. Find joyful abundance through collective problem solving.
- Enjoys collaborative work environments and is interested in supporting the growth and success of teammates.
- Balances initiative, vision, commitment to values & purpose with consistent attention to detail + ability to manage, prioritize, meet deadlines in a fast-paced work environment; embodies the venn diagram below:



Position Details

1. Salary: \$100,000 - \$130,000
2. Generous benefits package, including health, dental and vision coverage, 3% retirement match, student loan assistance program, health savings account, and remote work reimbursements.
3. CED observes all national holidays and maintains a Responsible Paid Time Off policy.
4. This position requires Massachusetts residency (unless otherwise negotiated) and the ability to commute to CED's Boston office on a regular basis.
5. Current Covid-19 protocol allows fully remote work arrangements for employees, with an option to use CED's Boston office space.
6. How to apply: If interested, please submit your resume and cover letter [through the job posting on Idealist](#) by **April 24, 2022**

EQUAL OPPORTUNITY EMPLOYER

Center of Economic Democracy is an equal opportunity employer and does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, sexual orientation, gender identity, veteran status, height, weight, or marital status in employment or the provision of services.