The Director of Network Development will be responsible for developing Rhize’s network in all senses of the word, from working with the network of Global Coaching Fellowship alumni, to strengthening Rhize’s network of movement supporters and activists, and developing Rhize’s donor network. In doing so, they will be working directly with the Director of Movement Support and Learning and the Director of Operations in a co-leadership model which is rooted in Rhize’s values of democratic and collaborative decision making. This position is an opportunity to forge your own projects, with the support of a small, tightly-knit team and an active Board of Directors.

ABOUT RHIZE

At Rhize, we support movements because we believe they are essential for achieving systemic change. Our mission is to provide movement leaders with the tools and networks they need to sustain and grow movements. We have found that investing in experienced movement organizers in their local context and facilitating their ability to provide trainings and new tools to movements in their communities creates a force-multiplying effect that enables more grassroots-led movement leaders to gain access to proven skills, strategies, and resources they can apply and adapt to build power through collective action around the issues their communities face.

Rhize’s flagship program is the Global Coaching Fellowship (GCF). The GCF brings together movement leaders, coaches, trainers, organizers and activists working with movements to learn from each other and gain new skills to support movements. During the GCF, Coaching Fellows work with and learn from Coaching Mentors, who are veteran activists from movements around the world. Coaching Fellows get the complete Rhize toolkit, a peer network and funding to apply these new skills to train movements in their local communities. Coaching Mentors receive technical and financial support in expanding their training networks and local activist communities.

Rhize also works to change the behavior of development and human rights organizations in how they support movements and fund stronger, more open civil societies. After coaches complete the Global Coaching Fellowship, Rhize continues to engage with them through projects with international non-governmental organizations and foundations to provide trainings on how to better support movements or to directly work with activists being supported by a specific organization. This work allows coaches to continue to build their skills and networks, and at the same time helps large organizations keep their work rooted in a movement-centered approach.

MORE ABOUT US

We are a small, international team that works remotely and makes decisions collaboratively. Together, we are working towards the common goal of transforming the way that people understand their power to create more inclusive, participatory and responsive communities and governments globally. We work to embody our values of community, collaboration, dignity, justice and leadership in all that we do. We seek to invest in our people as much as we possibly can with an emphasis on personal growth and learning. Read more about us on our team page.

THE ROLE

The Director of Network Development will be responsible for developing Rhize’s network in all
senses of the word, from working with the network of Global Coaching Fellowship alumni, to strengthening Rhize’s network of movement supporters and activists, and developing Rhize’s donor network. These are all broadly overlapping groups, as Rhize’s network of activists often become members of the Global Coaching Fellowship. GCF alumni in turn work with Rhize’s network of movement supporters on contracts and projects, and those same movement supporters often become Rhize donors.

With its co-director organizational model, Rhize lives its values of shared power, and democratic and collaborative decision making. The Director of Network Development will work together with the Director of Movement Support and Learning and the Director of Operations to make long-term strategic and organizational plans, coordinate projects across different areas of work, and make day-to-day operational decisions. Throughout this work, the Director of Network Development will liaise directly with Board Members to leverage their contacts and relationships, working closely with the designated representative of the Communications & Fundraising subcommittee. In this co-director model, the Board acts as the key form of both oversight and support for the Co-Directors.

This position will encompass three main areas of work, which engage overlapping groups of supporters, program alumni, and donors:

- **Network Engagement:** This position will build on Rhize’s network of past training participants, movement activists, and supporters to engage them in future movement support & educational opportunities. By engaging Rhize’s network of Coaches and activists, the Director of Network development will help foster bonds across the movement-support community, giving Coaches and activists a foundation from which they can continue to develop and grow in their work.

- **GCF Alumni Engagement:** Rooted in an understanding of the Global Coaching Fellowship curriculum and the coaches’ skills, the Director of Network Development will identify opportunities for GCF alumni to continue to build these skills and work on contracts with movements and large foundations/organizations around the world. This work reinforces Rhize as a resource to international organizations, creates opportunities for GCF alumni to apply and further develop their skills, and builds Rhize’s network of movement professionals and organizations.

- **Fundraising & Business Development:** Develop and implement (along with Co-Directors and Board) a comprehensive fundraising strategy/development plan for both grant and contract opportunities. Conduct research and outreach to prospective and current philanthropic organizations and others that support Rhize’s work. Depending on experience, may either write grants or oversee contracts for grant writers. Integrate Rhize values into building and maintaining equitable relationships with funding partners that ultimately support the progress and success of movement professionals globally.

**MORE ABOUT YOU**

As a successful candidate, you will have:

- **Experience in building networks, whether for fundraising or community engagement**
- 5-7 years of success in fundraising and development, preferably within the social impact and movement space
- A successful track record of designing and executing fundraising strategies, having worked across philanthropic and individual contributions as well as earned-income revenue; and on top of that, you are excited to join all of these into one larger strategic plan
- A background in building an engaged community of support for an organization

> **An independent work-ethic**
- Strong strategic thinking, planning, and execution skills, with the ability to take an idea from conception to implementation with limited supervision
- An entrepreneurial spirit and a proven ability of taking initiative and creating successful plans and projects
- A keen eye for new and innovative ways to help nonprofits develop more sustainable funding and revenue models

> **A commitment to collaboration**
- A commitment to a feedback-driven culture and collaboration, whether with internal colleagues or external stakeholders
- A track-record of operating with a lens of diversity and inclusion across work

> **A passion for human rights and civil rights work strongly desired**, particularly a passion or interest for movements and an ability to translate work in the field of movement-building into communications to donors and the broader social change community

> **Strong verbal and written communication skills in English** (the working language of Rhize), with fluency/proficiency in additional languages desirable

**Compensation & Benefits**

This is a full-time, salaried position. Rhize has an equitable salary policy, which ensures an equitable salary distribution for all employees around the world. Staff salaries are based on responsibilities, job level, and place of residence. Because we are looking at candidates from a range of locations, we cannot list an exact salary range. This is a high-level staff position. Candidates & interested parties are welcome to inquire about their potential salary range for this role via joinus@rhize.org.

Rhize offers four weeks of Paid Time Off in the first year, and five weeks in the second year. Every staff member receives 11 holiday days per a year, to be allotted in advance based on their national holidays, local customs, and religion practices. Staff members also receive a day off for their birthdays. To facilitate remote work, Rhize provides internet subsidies for up to $50 USD per month for full-time staff members.

**How to Apply**

Rhize is a global social justice organization based in the US, and an equal opportunity employer that does not discriminate in its hiring practices. In order to build the strongest possible workforce, Rhize encourages people of all backgrounds to apply, especially those who identify as LGBTQ; Black, Indigenous and People of Color (BIPOC); women; and other disadvantaged groups. We specifically encourage those in the Global South to apply.

Please click here to submit your application, including resume and cover letter. Applications
WITHOUT cover letters or resumes will not be considered.

For further inquiries or clarifications, please contact joinus@rhize.org. While we are happy to answer further questions about the position, we are unable to respond to inquiries about the status of applications.

Applications will be considered on a rolling basis through the end of February. We aim for a start date in late March or early April.