



JOB ANNOUNCEMENT:

Collective Stewardship, Co-Director

Reports to: Board of Directors

Status: Exempt, Full-Time

About the Role

The Co-Executive Director is a part of the collective stewardship model that centers relational leadership, shared power, and interdependence to advance the mission of the Idaho Coalition Against Sexual & Domestic Violence. This role is grounded in the values of transformative justice, abolition womanism, and collective liberation, guiding the organization in fostering a world where gender violence, systemic oppression, and state violence are dismantled.

As part of a co-leadership model, the Co-Executive Directors steward the organization's strategic vision, culture, financial sustainability, and external relationships while ensuring that the coalition remains accountable to the communities most impacted by gender violence. Each Co-Executive Director will hold distinct areas of responsibility, while collectively ensuring alignment with the Theory of Change and fostering a liberated organizational culture.

The ideal candidate is a visionary leader committed to de-colonial practices, equity, and a transformative approach to leadership that uplifts historically marginalized voices and centers community-driven solutions.

Our Commitment to Equity & Inclusion

We actively seek to build a team that reflects the communities we serve. We strongly encourage applications from Black, Indigenous, and people of color (BIPOC), people with disabilities, LGBTQIA+ people, immigrants, refugees, and those with lived experience of gender violence and systemic oppression.

If you are excited about this role but do not meet every qualification listed, we encourage you to apply. We value lived experience, nontraditional career paths, and grassroots leadership as much as formal professional experience.

Key Responsibilities

Visionary & Strategic Leadership

- Uphold the Theory of Change, ensuring that organizational strategies center on racial, gender, and social justice.
- Provide strategic visioning and planning, in partnership with the Board, staff, and community allies, to advance the Coalition's long-term goals.
- Engage in policy and systems change efforts to influence state, federal, and grassroots-level advocacy on gender violence prevention, response, and racial justice.
- Ensure the Coalition remains accountable to tribal, urban, rural, and marginalized communities, particularly Black, Indigenous, Latinx/e, queer, trans, and disability communities.

Organizational Stewardship & Culture Building

- Foster a liberated, anti-oppressive workplace that supports staff wellbeing, sustainability, and collective care.
- Model adaptive, reflective leadership that is flexible, responsive, and prioritizes relational accountability over hierarchical control.
- Develop and implement internal structures that support shared decision-making, participatory leadership, and cross-movement collaboration.
- Address and transform organizational conflicts using restorative and transformative justice practices.

Governance & Board Engagement

- Serve as the primary liaison to the Board of Directors, ensuring shared governance and transparency in decision-making.
- Lead Board development, recruitment, and onboarding to ensure alignment with the organization's values and Theory of Change.

- Collaborate with the Board to update bylaws, policies, and governance structures that reflect the co-leadership model.

Financial & Resource Stewardship

- Oversee organizational budgets and financial sustainability, ensuring alignment with grant funding, ethical fundraising, and grassroots funding strategies.
- Work with the finance management organization and Board to ensure compliance with funder requirements, audits, and internal controls.
- Co-lead fund development strategies, including federal grants, foundation funding, and donor engagement with an equity-driven approach.

Programs, Policy, & Movement Building

- Co-create and oversee programmatic initiatives that align with the Coalition's strategic priorities and Theory of Change.
- Lead policy advocacy and systems-change work, including collaboration with Indigenous, Black, immigrant, and LGBTQ+ movements.
- Foster cross-movement solidarity by building relationships with grassroots organizations, coalitions, and state/national policy groups.
- Ensure the Coalition remains a thought leader in anti-violence, transformative justice, and gender justice movements.

External Relationships & Advocacy

- Represent the organization in state, national, and international spaces, ensuring that advocacy efforts center the lived experiences of historically marginalized communities.
- Strengthen relationships with tribal and community-based organizations, culturally specific domestic and sexual violence programs, and intersectional justice movements.
- Engage in media, public speaking, and advocacy efforts to challenge dominant narratives on gender violence and racial justice.

Qualifications & Lived Experience

We recognize that lived experience, community-based leadership, and movement-based expertise are as valuable as formal education. We encourage applications from those who meet some or all the following qualifications:

- A deep commitment to social justice, racial equity, and gender liberation as core principles in leadership and movement-building.
- Experience in collective leadership, shared power, and/or non-hierarchical organizational structures.
- Knowledge of and commitment to abolition feminism, de-colonial movements, transformative justice, and intersectional anti-violence frameworks.
- Experience in policy advocacy, systems-change work, and coalition-building at local, state, or national levels.
- Strong experience in budget oversight, fundraising, and resource stewardship with an emphasis on ethical and community-centered practices.
- Ability to navigate and build relationships across diverse communities, particularly within Black, Indigenous, Latinx/e, immigrant, refugee, LGBTQ+, and disability justice movements.
- Strong skills in facilitation, public speaking, conflict transformation, and narrative-shifting work.
- Experience in grant writing, financial management, and nonprofit compliance preferred but not required.
- Commitment to ongoing personal and professional growth, including engaging in learning communities, political education, and healing justice practices.

Compensation & Benefits: The Idaho Coalition prioritizes pay equity, salary transparency, and holistic well-being for staff. Compensation is determined using a non-traditional salary model that considers lived experience, systemic inequities, and movement-based expertise.

Benefits:

- Flexible work environment
- Generous paid leave, including family/parental leave
- Professional development and leadership training opportunities
- Health, dental, and vision coverage
- Commitment to work-life balance and regenerative leadership practices

Salary Range: Competitive and aligned with equitable pay structures; current Board approved annual salary is \$120,000 per year.

Please send resume and cover letter (including at least two references) to Board President, Toni Belknap-Brinegar: tonibb75@gmail.com. For questions or concerns, please call or text Toni at 208-703-3063.

Timeline for Hiring:

- Application window: October 8 – October 31, 2025
- Virtual Interview*: November 1 – November 30, questions are provided at the time of scheduling
- Notification: on or about December 4th

**If you need any accommodation to apply for this position, please contact Toni as we are happy to make any accommodation or adaptations for all applicants.*

Context: This Co-Executive Director description is aligned with the Coalition's vision, Theory of Change, and commitment to transformative leadership. It allows flexibility for future leadership transitions while maintaining a strong commitment to equity and social justice.