



“Ordinary people with extraordinary vision can redeem the soul of America by getting in what I call good trouble, necessary trouble.” -- **Congressman John R. Lewis**

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LAVENDER RIGHTS PROJECT -- DIRECTOR OF PROGRAMS INVITATION TO APPLY

Seattle, Washington \$100,000 - \$110,000 DOQ
Full-Time, Hybrid (in-person preferred, out of state possible)

We are your family, and you are our family, too. [Lavender Rights Project](https://www.lavenderrightsproject.org) (LRP) is an organizing social-profit, established in 2016, that specializes in policy and mutual aid and serves all Black and Indigenous persons while centering the needs of Black trans and queer individuals. We focus on four areas: Abolition and Gender Based violence prevention, Movement lawyering, Housing, and Economic Justice. We use a Black trans feminist lens to recognize people at the intersections of their race and gender identity encountering barriers of anti-blackness, xenophobia, racism, ableism, low-income, class status, and experiences with incarceration.

We are seeking a dynamic and forward-thinking Director of [Programs](#) to join our executive leadership team as a thought partner to lead our comprehensive Economic, Housing, and Gender-Based Violence Prevention (GBVP) programs. The executive team is led by Jaelynn Scott, Executive Director and includes six other directors. The successful candidate will be responsible for overseeing a dedicated team of directors and managers, shaping strategic direction, and ensuring the successful execution of programs aligned with our organization's mission. This role requires proven expertise in managing multifaceted programs, a commitment to community development, and outstanding leadership capabilities. The work we do is hard yet extremely rewarding. It will require tenacity and emotional maturity to be successful.

Responsibilities:

- 1. Strategic Plan Development:** Within the first year, work with the leadership team, staff and the board to develop a comprehensive multiyear strategic plan that aligns with LRP's mission and vision and ensures continued professional growth of our people and growth in the number of clients served. This plan should include clear objectives, timelines, and measurable outcomes.
 - a. Provide strategic guidance for economic, housing, and GBVP programs.
 - b. Contribute to visioning and streamline LRP programs for optimal efficiency.
 - c. Develop clear program goals, objectives, and performance metrics in alignment with organizational objectives.
- 2. Impact Measurement:** Establish and implement robust mechanisms to measure the impact of LRP's programs. This includes setting key performance indicators, conducting regular evaluations, and adapting strategies based on data-driven insights.
 - a. Monitor program budgets, expenditures, and funding sources.
 - b. Engage in budgeting and financial tracking for programmatic costs.
 - c. Manage grant requirements and ensure adherence to grant reporting specifications.
- 3. Team Leadership:** Provide inspirational leadership to the program team, ensuring a collaborative and empowering work environment. Regularly assess team structure, capabilities and job requirements, making adjustments as needed to support strategic goals.
 - a. Lead program managers and staff, fostering a collaborative and innovative work environment.



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- b. Structure program departments for efficiency and for employee success.
 - c. Implement trauma-informed care when working with employees.
- 4. Stakeholder Engagement:** Act as a key representative of LRP, building relationships with and among staff, community members, partners, and funders. Effectively communicate the value and impact of our programs to diverse audiences.
 - a. Collaborate with community partners, government agencies, and stakeholders to enhance program impact.
 - b. Present program updates and outcomes to senior management and external stakeholders.
- 5. National Expansion:** Lead the initiative to expand LRP's presence and impact nationally, beyond the Seattle and Pacific Northwest region. This includes identifying new opportunities, forming strategic partnerships, and ensuring that our services meet the diverse needs of Black trans people nationwide.

Qualifications:

- 5+ years of management-level program experience (2 years of director-level preferred)
- Previous experience with grant management is essential.
- Strong understanding of community development principles and GBVP concepts.
- Exceptional leadership and team management skills.
- Financial acumen and experience with budget oversight.
- Lived and/or work experience in BIPOC, Queer, and Trans advocacy.
- Bachelor's or advanced degree in a relevant field (e.g., urban planning, public administration) OR equivalent lived or work experience.

Requirements:

- Must be a self-starter and work independently. Candidates from the Seattle area will receive priority.
- Clear understanding that the director-level position may require after-hours and weekend work.
- Open to in-person work with some out-of-state travel required.
- For candidates in eastern Washington and beyond Washington state, you must have a willingness to travel to Seattle at least 4 times a year.

Pay Rate & Benefits:

“As part of our mission to elevate the power of the Black intersex and gender diverse community, our compensation philosophy is to pay our staff above the living wage in the Seattle area. Our minimum annual salary for all positions is \$71,500. For this reason, compensation for some positions in our organization may be higher than in other organizations.”

The pay range for this position is: \$100,000-\$110,000/yr. A person with 5 years lived/work experience could expect to be paid at or near the pay range minimum for this job and someone with 10 or more at or near the top. Benefits include healthcare coverages - medical plans, with employer contributions at about 80% of



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premium costs; employer paid dental and vision; employee assistance program; flexible spending account; 401(k) retirement; optional voluntary insurances; self-determined paid time off for vacation or sick; holidays.

This position is full-time (35 hours/week) hybrid - Monday-Fridays, with occasional additional/flexible hours or schedule, as may arise for business or client needs. This is a flexible position, and we prefer the candidate to live within 30 miles of Seattle, WA and to work in our Seattle office 3 times a week, be available for events, and appear in-person on weekends and occasional holidays. **\$10,000 will be provided for relocation for applicants outside of the Seattle area.**

TO APPLY:

[Applications due by February 26, 2024 and will be considered as received.](#) In your application, in addition to discussing your ability to meet the above expectations, please answer the following questions:

1. What is your managerial style? How do you incorporate trauma-informed practices in personnel issues? Please include accomplishments relevant to this role.
2. Please provide examples of when you helped an organization create/improve its programs and internal systems for communicating, reporting, and measurement.
3. What does Black trans feminism mean to you? What does unity look and feel like in the quest for black trans liberation?

We are open to considering candidates who live outside of the Seattle area based on their experience and willingness to travel to Seattle, WA quarterly and as needed to fulfill the responsibilities of this position.

We invite interested applicants to submit a cover letter including your answers to the 3 questions above, salary requirements, three professional references and resume to: [Norman {at} Clear-Consulting.Biz](mailto:Norman@Clear-Consulting.Biz). Please write “LRP Director of Programs” in the subject line. No phone calls please. Only complete applications will be considered for this opportunity. This position will be opened until filled. If you know of persons who might be a great fit for this opportunity, please forward them this Invitation to Apply. Thank you for your time and interest in the future of Lavender Rights Project leadership.

Black, Trans, Nonbinary, TLGBQ2SIA persons are highly encouraged to apply.

Lavender Rights Project provides equal employment opportunities to all applicants without regard to race; religion; creed; color; national origin, including accents/ESL speakers; sex; marital status; sexual orientation; gender identity or expression; age; tribal affiliation; disability (whether confirmed, perceived, diagnosed or self-diagnosed); use of service animal; blood-borne pathogen status; union membership; military or veteran status; previous gender identities, names, and gender markers; genetic information; pregnancy; chest/breast feeding status; immigration status; political ideology; use of public benefits; hair type as defined by the CROWN Act and RCW 49.60; housing status; criminal background and history; or any such intersections.