

VP of Network Strategy

Location

Remote

Reports to

Managing Director

Overview

At [Common Future](#) (CF), we imagine a future where people, no matter their race or ethnicity, have power, choice, and ownership over the economy. Founded in 2001, we know that the ideas, models, and solutions that can restore community wealth already exist, they just require attention and investment. We work with hundreds of community leaders and funders through flexible initiatives that build inclusive economies. These initiatives are centered around shifting capital, uplifting local leaders, and advising the development of equitable economies. We are a 22 person organization (and growing). Our culture values equity, experimentation, continuous learning, collaboration, trust, and the wellbeing of our employees. Read more about us on our [Medium page](#).

Position Responsibilities

The VP of Network Strategy is responsible for leading CF's work growing and collaborating with our exceptional network focused on building a new economy that works for all and extracts from none. These community leaders and institutions are committed to addressing the systemic injustices in our economic system by shifting power and ownership. With a team of three (two of which are direct reports), the VP of Network Strategy will be responsible for building out the engagement infrastructure, ensuring throughlines of network engagement across the organization, deploying catalytic grant capital, and incubating, co-creating, and funding innovative solutions. This role requires strong, experienced leadership in the field of community wealth building, equitable economic development, and team management. Our ideal candidate is visionary, entrepreneurial, a natural network and relationship-builder, skilled at leading a team, and ready to deepen their impact in this field alongside the leaders at the forefront of this work. Your responsibilities will include but are not limited to:

Network Strategy and Engagement (40%)

- Understands and can build a strategic approach to identify and connect the ideas, practitioners, and work that are on the leading edge of building community wealth and ownership
- Develops and utilizes a "pipeline builder" approach to grow and foster a network of [community wealth builders \(CWBs\) and community wealth-building institutions \(CWBI\)s](#) who identify with CF and would benefit from affiliation; keen on identifying opportunities to partner and takes initiative to forge new relationships/partnerships

- Builds CF's muscle and expertise to spot trends, underrecognized ideas, and potential field-defining solutions where CF can connect the dots across the network to incubate, co-create, or fund to deepen impact
- Discerns CF's strategy to best support CWBs and CWBIs, while effectively structuring, delegating, and managing resulting workflows
- Analyzes and conveys what is happening in the field and where investment opportunities might lie to audiences – internal and external. Leads the team in serving as the staff experts on the CWB/CWBI landscape

Implementation Oversight of Solutions and Models (30%)

- Builds decision making structure to determine who and how to uplift the work of aligned CWBs/CWBIs
- Coaches team on implementation of effective partnerships and responsive experiments based on identified community wealth building strategies and solutions
- Positions CF to strategically deploy catalytic grant capital in ways that center BIPOC and historically excluded communities, address shared challenges, surface learnings, and elevate solutions utilizing creative structures such as accelerators, prizes, etc.
- Facilitates and develops appropriate tools, systems, and templates for the team to project manage opportunities
- Oversees the administrative and partnership components of grants management and fiscal sponsorships
- Considers cross-team opportunities and works with internal partners to capture knowledge and learnings from experiments/pilots to influence the field

Team Management and Senior Leadership (30%)

- Empowers and grows a highly engaged team to meet key objectives
- Shapes and scopes a variety of projects and initiatives and provide project direction and leadership to the team
- Guides and coaches team to 1) actively build and engage a network of community wealth building leaders, 2) identify and elevate the CWBs and CWBIs that have potential to significantly shift capital and power, and 3) manage a portfolio of prospective and confirmed strategic opportunities
- Oversees and manages team budget and engagement scopes, working closely with the CF Finance team to track allocations and spending
- Serves on CF's Executive Team and help set organizational priorities and budget
- Contributes to workforce planning and approving new areas of work as needed
- Ensures cross-department collaboration and communication for organizational awareness and alignment
- Contributes to CF's thought leadership (writing, speaking, and social media presence) to support development and leadership in the sector

Desired Qualifications

- A natural network builder and advocate, who has empathy and understanding of the work of CWBs and CWBIs
- Established thought leader in the field of community economic development with experience in network growth and stewardship
- Experience building experiments and pilots with networks of social entrepreneurs, innovators, community wealth builders, or community wealth building institutions
- Skillfulness and experience to develop and empower leaders from the bottom up, cultivate a culture of initiative and learning, understand the strengths and weaknesses of the team so as to position people to succeed, and enforce accountability. Clear ability to delegate and coach a team in a remote setting
- Demonstrated experience building and maintaining relationships with a diverse range of stakeholders across different geographies and subject areas
- Proven track record of success in organizational management at the Executive level
- Senior leader with proven success in managing budget creation and oversight, building capacity, and developing streamlined and agile processes
- Exceptional strategic thinking skills, with a high level of intellectual curiosity who pushes boundaries and has a test and learn approach
- Excellent project leader with ability to keep track of project status and budget on multiple fast-moving projects
- Passion for addressing economic injustices, closing the racial wealth gap, and systems change
- Committed to antiracism and dismantling white supremacy in work practices; practice in building power for and sharing power with community leaders; conviction that those closest to the problems know best

Compensation and Benefits

This is a full-time, exempt position. The salary range is \$110,000 - \$120,000 and commensurate with experience. Common Future offers a work environment that is committed to the wellbeing and support of our employees. We embrace a human-centered approach to our practices and policies. We offer a competitive benefits package that includes

- 20-25 paid time off days
- 18 paid holidays, including a week off in the Spring and the Fall
- Remote and flexible work options
- Stipend for office supplies, work from home costs, and cell phone
- Paid medical, dental, vision, and life insurance
- Paid long term disability coverage
- 4% 403b retirement plan contribution that is immediately vested
- \$500+ professional development stipend
- And more

How to Apply

As an Equal Opportunity Employer, Common Future does not discriminate against applicants or employees due to their race, ethnicity, religion, sexual orientation, gender, gender identity, age, physical ability, hairstyle, previous incarceration, or length of time spent unemployed. As an organization, we are committed to reflecting the diverse communities we serve. Applicants who contribute to this diversity are strongly encouraged to apply.

To apply, please submit your cover letter, resume, salary expectation, and up to 3 references [here](#).

In your cover letter, please answer the following questions with no more than 3-5 sentences or bullet points per question:

- **Why do you want to work at Common Future?**
- **How might your experiences, whether lived, worked, or studied, contribute to the [mission of Common Future](#) and this role?**
- **How does this role align with your career trajectory?**
- **Anything else you would like us to know.**

Our ideal start date for this role is October with interviews beginning in August. Applications will be evaluated as they arrive and the position will remain open until filled.

Job Posted on August 10th, 2021