

Position Description EXECUTIVE DIRECTOR

The Opportunity

Rainbow Research Inc. is excited to announce this opportunity to help shape and lead our nonprofit research and evaluation firm as we define and incorporate anti-racist frameworks and decolonizing methodologies in the re-envisioning of our work. For more than 45 years, Rainbow has developed a reputation in the Twin Cities and nationally for engaging in participatory, systems-oriented research and evaluation with a focus on social justice. Today, our majority BIPOC (Black, Indigenous, People of Color) staff and board deepen that tradition as we explore the role of research and evaluation on social justice work more broadly.

Rainbow is going through a dramatic re-thinking of our work, both internally and externally. We are committed to shared leadership options, decolonizing methodologies, pro-active fund development for important studies and strategic initiatives, intentional learning and studying the impact of our work.

Rainbow's current opening is for what is traditionally called an "executive director" however what we are seeking is an individual who can envision and comfortably step into a role that is characterized by co-leadership in a less-hierarchical structure, who is experienced in evaluation or applied research, and in leading a successful organization. BIPOC are especially encouraged to apply. This person will facilitate an exploratory process with staff and board to test out potential new leadership models that embody an anti-racist approach to leadership. The Executive Director and leadership team is responsible for overall organizational management including budgets, strategic planning, funding including proposal development and relationship-building with funders, hiring and supervising staff, and promoting the work of the Rainbow Research team. In addition, the Executive Director may direct a small portfolio of projects through all phases of the work--from proposal development through final reporting.

Visit our website to learn more about the types of projects typically conducted at [Rainbow](http://rainbowresearch.org): <http://rainbowresearch.org>.

Primary Duties

- Co-create an organizational change process that supports anti-racist, decolonizing methodologies, and/or indigenous evaluation frameworks both internally and externally.
- Oversee the organization's operational policies, hiring, and finances.
- Develop competitive proposals and proactive fund development for research and evaluation contracts, grants and awards, in particular for the areas of work of interest to staff of Rainbow Research.
- Provide strategic and thought leadership in partnership with the staff and Board.
- Provide engaged supervision to senior staff and coaching to all team members.
- Write and edit reports, articles, and other products as needed.
- Prepare and deliver presentations and workshops at local and national conferences and meetings.
- Cultivate potential clients, both locally and nationally.
- Lead a small number of project teams.
- Develop relationships and strategic partnerships within social justice, philanthropy, and research/evaluation communities, particularly BIPOC community-led organizations.

Required Qualifications

- Personal knowledge and/or deep understanding of the ethical implications and inequities caused by research and evaluation for one or more of the following communities: indigenous peoples, African American

communities, communities of color, immigrant and refugee communities, LGBTQIA communities, people with disabilities, survivors of violence, and rural communities

- Demonstrated success leading a dynamic, adaptive organization
- Proven record of preparing successful research and grant proposals, and/or other fund development experience.
- Experience and comfort with shared and co-leadership models of organizational management
- Demonstrated expertise in anti-racist, decolonizing methodologies, indigenous evaluation frameworks, feminist evaluation, gender mainstreaming approaches, culturally responsive evaluation, participatory approaches, and/or systems evaluation
- Experience utilizing research and evaluation projects' learnings towards mobilizing and advocacy efforts
- Experience in organizational finance, human resources, and other operational duties.
- Master's degree and/or 10-15 years of experience in social or behavioral sciences, evaluation, education, public administration, nonprofit management, or public health and professional experience in applied research, evaluation, and facilitation
- Experience in skillfully engaging clients from nonprofits, government agencies, and community-based organizations

Preferred Qualifications

- PhD in social or behavioral sciences, evaluation, education, public health, public administration or nonprofit management
- The ability to work creatively with colleagues and foster innovative ideas in group contexts
- Proficiency in a language or dialect beyond Standard American English is a plus—particularly in Hmong, Karen, Somali, or Spanish
- Personal relationships within Black communities, Indigenous communities, communities of color, immigrant and refugee communities, LGBTQIA, and/or communities of people with disabilities

Work Style

- Is comfortable with shared and/or co-leadership models
- Supports individual and collective self-reflection, learning, and growth in the service of social justice
- Equally capable of working as a team member, leading a team, and/or independently
- Ability to manage multiple simultaneous priorities
- Comfortable with the ambiguities and tensions of work in which differing viewpoints are encouraged

The salary range for this position is \$101,000 to \$130,000 based on level of skills and experience. Benefits package includes paid time off (sick time and vacation) plus six paid holidays, health and dental insurance, long-term disability insurance, and a 403(b) retirement plan.

Rainbow Research does not discriminate against any employee or job applicant because of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information.

For full consideration, please submit a letter of interest and resume. The position will remain open until filled. Emailed applications are preferred.

Search Committee

Rainbow Research

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