



Grantmaking & Program Manager

Liberated Paths: Delaware River Watershed (New York, New Jersey, Pennsylvania & Delaware)

Are you passionate about shifting resources to communities of color who are working at the intersection of racial and social justice and the environment? Are you excited about joining a bold, women of color-led, innovative organization with a dynamic team that is deeply committed to its mission? If so, this position may be for you. Justice Outside advances racial justice and equity in the outdoor and environmental movement. We shift resources to, build power with, and center the voices and leadership of Black, Indigenous, and People of Color because the health of current and future generations demands it.

We are currently seeking a Grantmaking & Program Manager to lead our Liberated Paths grantmaking program in the Delaware River Watershed region which includes portions of New York, New Jersey, Pennsylvania, and Delaware. To build a more just and sustainable outdoor and environmental movement, the Liberated Paths Grantmaking Program supports outdoor initiatives and organizations that cultivate and celebrate the contributions of Black, Indigenous, and Communities of Color and affirm the many experiences and identities our communities hold.

Liberated Paths grantees are already changing lives and leading the outdoor movement in their communities every day. Through recreation and conservation, policy and advocacy, and environmental education, each of our grantees is ensuring that Black, Indigenous, and Communities of Color are front and center in decision-making that impacts their experiences with land, air, water, and nature. As their partner on the path ahead, we look forward to listening to and learning from this group of visionary leaders to ensure that our support meets their unique needs — and brings them closer to realizing their visions.

Our ideal candidate not only has deep roots in the Delaware River Watershed region, but is also committed to giving priority to the voices, experiences, and perspectives of communities of color, and to strengthening the overall outdoor and environmental movement by ensuring that the “green table” does not continue to exclude the narratives and contributions of communities of color. This position will support the continued health and growth of the Liberated Paths grantmaking program in the region and highlight the importance of this program to our broader community. This position will also collaborate with the Justice Outside grantmaking team and the development team; and report directly to the Director of Grantmaking.

CORE RESPONSIBILITIES

Relationship Building (50% of time)

- Work with key partners to establish new relationships with potential grantees, funders, and supporters in the greater Delaware River Watershed region
- Participate in regionally specific events with the key outcome to build relationships
- Build rapport with grantees and funding partners through site visits and hosting regular intentional community building and networking opportunities



- Coordinate regular check-in with grantees to best understand needs, successes, and opportunities for Justice Outside to continue to support their work
- Serve as a resource to Justice Outside staff, board members, potential and current grantees, on matters related to the continued evolution of racial justice within philanthropy and the outdoors
- Support highlighting the grantees, the communities they are engaging, and the impact they are having through the creation, curation and maintenance of content (text and visuals) on our website and various social media and online platforms
- Contribute to the development of proposals, donor briefing reports, and partnerships for the continued health and growth of Liberated Paths
- Find and participate in opportunities to further substantiate the importance of outdoor experiences into the larger social justice narrative

Programs (50% of time)

Programming

- Support the development, implementation, and logistics of the capacity-building series, grantee affinity groups and networking
- Support in the creation of evaluation tools for capacity-building activities
- Maintain a database of external facilitators and resources to support program delivery

Grants Management / Systems Creation

- Contribute to the continued evolution of the grantmaking processes and systems for the program
- Maintain and update grantee databases and files
- Collect information and create milestone reports based on check-ins with grantees
- Support the grantmaking process, from editing Letter of Intent (LOI) guidelines and criteria, to reading and evaluating LOIs, to coordinating and culminating grant payments
- Coordinate webinars to address grant seekers' questions in advance of the LOI deadline
- Maintain regular communication with grantee partners about applications, grant awards, and grant reports

Qualifications & Requirements

- Deep roots with a connection to the Delaware River Watershed, with strong preference given to candidates currently residing in the Watershed Region (New York, New Jersey, Pennsylvania, or Delaware)
- Commitment to and familiarity with the need to build racial equity within the outdoor and environmental movement
- 2-4 years of experience managing multiple aspects of a program or programs
- Experience building authentic relationships with stakeholders
- Excellent verbal communication and listening skills in English (Spanish and/or Chinese a plus)
- Exceptional project management skills and experience managing multiple projects simultaneously and meeting deadlines



- Self-starter and able to work independently and remotely
- Ability to effectively communicate the values and expectations of Justice Outside
- High attention to detail and experience using office management tools to stay organized
- Ability to take and give direction and feedback on a variety of topics including the outdoor/environmental justice/environmental sector, philanthropy, and racial justice
- Ability to adapt readily in a rapidly growing organization with multiple demands

Work Location/Environment

- This position is a full-time, salaried position with responsibilities in the Delaware River Watershed region.
- Due to Covid-19, employees are currently working in a hybrid work environment that supports both remote and in-person. When working remotely, employees must maintain phone and internet services to be able to complete work as required.
- Moderate noise associated with an open office work environment
- Expected 30% travel within the watershed geography, and attend in-person staff engagements quarterly

Disclaimer

The above job description is not intended to be an all-inclusive list of duties and responsibilities of the position. The Grantmaking and Program Manager may be assigned additional duties in support of grantmaking.

Compensation and Benefits

Annual Salary Range: \$60,000 - \$65,000

Benefits include: generous vacation, paid health and dental premiums, a supportive team culture, and financial support for individual professional development activities. Successful candidates also have the opportunity to join an employer-sponsored retirement plan.

This position offers an exciting opportunity for an individual to bring creativity and innovation to a growing program. If you are that individual, please submit your application. Justice Outside is committed to supporting a thriving team and offers opportunities for professional growth.

How To Apply

Interested candidates are invited to submit a resume and an intentional cover letter that speaks to your program/project management skills and your commitment to racial justice via email to: Kim Moore Bailey at kim@justiceoutside.org with the Subject: Grantmaking and Program Manager -Delaware River Watershed

Justice Outside is an equal opportunity employer. Employment decisions are made without regard to race, color, religion, national or ethnic origin, sex, sexual orientation, gender identity or expression, age, disability, protected veteran status, or other characteristics protected by law.