



Vision Change Win Executive Director Opportunity Description

About Vision Change Win

Vision Change Win is a Black-led team of queer and trans people of color dedicated to supporting organizations in fully manifesting their missions, visions, and values. Vision Change Win exists to support progressive grassroots and organizing groups to build the tools needed to create a more liberatory society. In this current political climate, the organization operates as both a strategic partner to social justice movements and leaders as well as a movement laboratory creating innovative programming to meet the needs of progressive groups.

VCW's work is drawn from a long lineage of Black and Latinx revolutionary organizing and incorporates political frameworks, including racial justice, gender justice, LGBTQ liberation, prison and police abolition, and disability justice. In addition to this, we are a strategic partner to abolitionist organizations actively working to defund the police on concrete campaign strategies and viable alternative institutions to provide safety.

Currently, Vision Change Win leads community safety programming to train and coach left movement organizations. Our programs range from the monthly foundational Get in Formation Training Series to a nine-month intensive cohort, National Community Safety and Security School. VCW also offers electoral safety trainings, convenes the Progressive Safety Alliance, and operates a Rapid Response support system. VCW works with organizations one-on-one through coaching and consulting, particularly in the areas of leadership development, generative conflict, mediation, HR & finance, and organizational development.

About the Position

Ejeris Dixon founded Vision Change Win as an LLC in 2014 to be a consulting firm focused on left movement organizations. After ten years as VCW's Executive Director and having built a thriving, successful organization that led consulting as well as programming, Ejeris thoughtfully and amicably stepped away from VCW to pursue other projects at the end of 2023. For the past year, VCW has been led by Community Safety Director, Sala Cyril. As Interim Executive Director, Sala shepherded VCW into a fiscal sponsorship with Center for Empowered Politics Education Fund.

Vision Change Win is seeking an experienced and visionary leader to step into the role of Executive Director. A great candidate will have substantial experience in community organizing and be rooted in left movement traditions and ecosystems, especially Black and Queer Liberation. We are looking for someone who will bring a high level of rigor as Executive Director and a commitment to collective care and resilience. Our ideal leader will have a track record of success with other organizations, appetite for self and organizational growth, and courageous yet compassionate communication skills.

The Executive Director is responsible for leading and co-creating long-term strategic plans for the organization, and overseeing the program, operations, and fundraising to achieve those goals. They will directly supervise the Deputy Director of Programs, Deputy Director of

Operations, as well as an Executive Assistant, and lead a team of 7-10 staff members. A strong candidate will have excellent communication skills and experience in abolitionist community safety and security practices.

VCW is a small but mighty team seeking a leader who is ready to step in to guide us to meet the current challenges facing the left movement ecosystem. We have a culture of open and honest feedback. And, we have a culture of #humblegeniuses, and are looking for someone with humility and rigor to lead us in the next phase of Vision Change Win.

Essential Duties and Responsibilities

The following responsibilities are intended to describe the general nature and level of work being performed. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel classified in this manner. Duties, responsibilities, and activities may change at any time with or without notice.

- *Strategic Vision*
 - Build upon our 2025 organizational strategy and work plan to develop a vision for future years that meets the needs of left movement organizations.
 - Assess the left movement field's needs and implement a strategy that supports a thriving movement ecosystem across issue areas.
 - Ensure that the organization is maximizing its strategic impact by facilitating strategic planning processes, executing activities in line with strategic goals, and engaging organizational stakeholders in implementation, review, and update of strategic plans.
- *Finance*
 - Oversee management of organizational finances by Deputy Director and finance consultant, with fiscal sponsor. Ready to bring financial knowledge to the annual budgeting process, monthly financial meetings, and multi-year budget planning.
 - Responsible for fiscal management that generally anticipates operating within the approved budget, ensures maximum resource utilization, and maintenance of the organization in a positive financial position.
- *Fundraising*
 - Serve as the external leader for VCW fundraising including meeting with institutional funders and major donors to solicit grants and major gifts.
 - Collaborate with Program and Deputy Directors to engage in annual planning for foundation and corporate grants and contracts, including approving grant applications and reports as needed.
 - With leadership team, expand revenue generating and fundraising activities to support existing program operations.
- *Program Leadership*
 - In partnership with the Program Director, co-develop and drive strategic program goals that reflect VCW's commitment to the evolving needs of left movement organizations.
 - Ensure programs are delivered with excellence, regularly evaluated, and adapted to remain aligned with VCW's mission, values, and organizational priorities.
 - Build and nurture strong, trust-based relationships with community partners, funders, and movement leaders while actively introducing VCW to new allies and opportunities for collaboration.
- *Operations / HR*
 - Supervise the Deputy Director as liaison with fiscal sponsor to ensure ongoing compliance for HR, finance, and operations.
 - Provide oversight for the effective and sound management of the organization's operational infrastructure including developing and optimizing policies, practices, and

systems, ensuring the organization operates within budget guidelines, and making sure contractual obligations are fulfilled.

- Support the recruitment and management of a full-time staff, as well as part-time staff, consultants, and volunteers as needed.
- Provide inspirational leadership and direction to staff while ensuring the development and management of an effective organization.
- Leadership
 - Act as the key spokesperson and chief advocate for the organization; play an enthusiastic and influential role in galvanizing support and generating excitement that advances our values; proactively seek out opportunities to increase the organization's influence and reputation locally, nationally, and beyond.
 - Drive VCW's local and national presence, publishing and communicating program impact as a model for regional and national replication.
 - Attend national convenings and conferences to build relationships with other left movement leaders and share VCW's programming.
 - Coordinate and lead the senior leadership team for visioning, planning, and execution of organizational strategy.
 - Directly supervise the Program and Deputy Directors as well as the Executive Assistant.

Who You Are

- **You have a results orientation grounded in movement values.** You bring an "it's handled" mentality and have demonstrated experience overseeing successful projects, both independently and by guiding teams (staff and consultants) to achieve collective goals. Your approach to execution is rooted in a commitment to Black and Queer liberation, leftist organizing traditions, and values-aligned decision-making. You bring clarity and focus, especially in complex moments, and know how to set clear boundaries that keep people and projects aligned with mission, values, and long-term vision.
- **You have a high attention to detail.** You check things multiple times, have your own systems of keeping yourself organized, and there are rarely typos or unassigned tasks within your work.
- **You are creative and innovative.** You can see a need and propose a solution. You're passionate about supporting movements to be stronger. You're able to coordinate and execute on successful projects with limited guidance. You're also a pro at managing up, bringing in the Founding Director and other members of the team when and where you need them.
- **You lead with integrity.** You care about what fixes the problem, even if it's not what an organization (or a person) wants to hear. You stand by your work and are an honest and accountable collaborator.
- **You're a vault.** What's said to you, stays with you. You understand the risks of disclosing sensitive information, have deep experience with managing confidentiality, and are comfortable with the risks of holding a movement's confidences.
- **You believe in community care.** We're a work hard/ play hard team, believing that it will take all of us together, to get free

Skills & Experience

We're looking for a values-aligned leader who brings a deep commitment to Black, Queer, and Trans liberation, with demonstrated experience advancing social change through nonprofit leadership, community-based organizing, or movement work. You may have gained your leadership experience in traditional non-profit executive roles, through grassroots organizing, or in other community-rooted ways.

We're especially excited about candidates who bring:

- A strong grounding in abolitionist community safety and security practices
- Proven experience mobilizing and leading within Black, Brown, and Queer communities
- Clear, inclusive communication skills and a collaborative leadership style
- A track record of building and managing teams, partnerships, and cross-functional projects
- Strategic planning and execution skills that move vision into action
- Comfort with fundraising and engaging donors to support mission-aligned work
- Solid financial management experience, including budgeting, analysis, and reporting
- Strong organizational abilities, including planning, delegation, and program development
- A leadership approach that is transparent, accountable, and rooted in integrity
- A commitment to Disability Justice and cultural competence in your work and relationships

Why Work for VCW?

- VCW trusts its employees to get the work done on the schedules that work for their lives. We generally work 10 am - 6 pm EST, however, there is a lot of flexibility to create a schedule that works for you and works with the team well.
- Fully remote workplace. VCW staff operate from five states currently. We also offer a monthly work from home stipend of up to \$75/month to offset costs of working from home.

Compensation

VCW is offering a range of \$150,000 - \$160,000 annual salary for this position, commensurate with experience. A robust package of benefits includes:

- VCW provides **100% paid healthcare** (medical, dental, vision) for the employee, currently Kaiser Permanente in California and Cigna for all other states. Staff may participate in a medical Flexible Spending Account. As able, the organization provides an employer contribution to each employee's FSA annually. Staff with qualifying dependents are also eligible to open a Dependent Care Flexible Spending Account for IRS-approved dependent care expenses.
- Opportunity to participate in an employer-sponsored retirement account and contribute via payroll. Employees are also eligible to convert one week of vacation to retirement annually. As able, VCW provides an employer contribution through annual profit sharing.
- VCW offers parental leave for birth or adoption of children. Leave is based on state of residence and integration of paid family leave and/or state disability insurance.
- VCW has a generous paid time off policy. VCW staff receive 12 holidays and 2 personal days per year. Staff can accrue up to 10 days of vacation with accruals increasing annually after their second year of employment. Staff also receive 12 days sick leave annually on Jan 1 that can be used for physical, mental, or emotional health reasons, including caregiving. VCW also closes the office two weeks a year.
- Staff are eligible for an eight-week paid sabbatical after five years with the organization.
- VCW offers a generous professional development budget each year and encourages staff to take advantage of learning opportunities throughout the year.
- Wellness Fund: VCW's work can be intense and demanding, so we offer a wellness fund of \$500 annually to all staff to use toward improving mental, physical, and emotional health.

- VCW provides a fully-paid work cell phone and work laptop (your choice of Mac or Windows).

Work Environment and Physical Demand

- Vision Change Win staff mostly work remotely, with some in-person activity. VCW hosts an annual in-person retreat. The Executive Director role includes significant travel, especially in the first year, up to 25-30% of the role.
- This job will require regular work on a computer, including typing, reading a screen, video meetings, and audio calls.

Statement of Equal Opportunity and Values

Vision Change Win is an equal opportunity employer rooted in abolitionist values and the belief that our movements are strongest when led by those most impacted by systemic oppression. We understand leadership to be collective, emergent, and shaped by lived experience, not only titles or traditional career paths.

We do not discriminate on the basis of race, ethnicity, gender identity or expression, sexual orientation, age, disability, immigration status, religion, or any other protected category. If you need accommodations at any stage of the application or interview process, please reach out, and we will meet your access needs with care and respect.

To Apply

Applications will be accepted on a rolling basis throughout the search process. However, submissions received by Thursday, June 5, 2025 will be given priority. Letters of interest are not required at this stage, though they will be requested from candidates who advance to conversations with the hiring committee.

To apply, please submit your resume and application through the following link [here](#).

VCW is partnering with [Do Good Connections](#) search firm to build a robust candidate pool for this important search. The Do Good Connections team will be assessing candidates and supporting the search process.

Accommodations for Applicants with Disabilities

We are committed to ensuring an inclusive and accessible hiring process. If you require accommodations to fully participate in the application or interview process, please contact applications@dogoodconnections.com.

Vision Change Win contracts with Resilient Strategies LLC for backend and operational support including hiring and employment. Resilient Strategies is an equal opportunity, affirmative action employer. Folks who are queer, trans, non-binary, Black, Indigenous, caste-oppressed, people of color, disabled, parents, are/have been system-impacted, are immigrants, and anyone who has experienced systemic oppression and/or gender-based violence are encouraged to apply. Pursuant of the San Francisco Fair Chance Ordinance, we will consider qualified applicants with arrest and conviction records for employment.