

CAREER OPPORTUNITY

Position: Programs Director

Reports to: Executive Director

Schedule: Full-Time

Job Type: Exempt, Salary

Location: Remote

Compensation: \$75,000-85,000 Depending on experience and qualifications

Benefits: Eligible for Benefits, including medical, dental, paid time off, parental leave, and more

Start Date: Immediately

POSITION OVERVIEW

We recognize that we are all related, interdependent, and that our collective voice is powerful and necessary to ensure a world where our future generations can thrive. We believe that Indigenous knowledge and ways of being must guide us in developing and implementing solutions to address the issues our communities currently face. [Visit our website to learn more about our values.](#)

We are seeking a Programs Director to lead and advance Native Ways Federation's programmatic work. Working closely with the Executive Director and in collaboration with the full Native Ways Federation team, this position provides strategic leadership for the organization's programs, guiding implementation, evaluation, and continuous improvement while cultivating relationships that connect Native-led nonprofits, donors, philanthropic partners, and communities to our mission.

We recognize that program work in Native-led nonprofits requires more than technical skill. It requires a deep relationship with the communities we serve and the ability to effectively center Native voices and priorities in every decision. Native Ways Federation seeks a leader who thinks creatively about advancing our mission and expanding our impact; who approaches donor education and advocacy with both rigor and cultural humility; and who is committed to helping build a more equitable philanthropic landscape for Native communities.

This role leads a broad range of Native Ways Federation's external-facing work, including directing our national giving campaign and year-round giving platform strategy, overseeing program evaluation and organizational learning, cultivating strategic partnerships, and representing the organization in public

and private settings. As a member of the Leadership Team alongside the Executive Director and Communications & Marketing Director, the Programs Director helps shape organizational strategy and ensure Native Ways Federation's programs continue to grow in visibility, effectiveness, and long-term impact.

ABOUT US

In 2008, several national Native-led nonprofit organizations founded Native Ways Federation (NWF) to activate and expand informed giving to nonprofits in Indian Country through donor education and advocacy. In March of 2020, Native Ways Federation hired its current Executive Director and has since grown to a team of six. Our active founding organizations (whose leadership makes up our Board) are: American Indian College Fund, American Indian Science and Engineering Society, Association on American Indian Affairs, First Nations Development Institute, National Indian Child Welfare Association, and Native American Rights Fund.

Native Ways Federation is positioned at the forefront of change. Our relationships with Native-led nonprofits, philanthropy, philanthropy-serving organizations, and others allow us to influence and bridge the gap between these stakeholders and disrupt the “business as usual” models embedded in this Sector.

We recognize that everything and everyone comes into this world with gifts to contribute. We honor those gifts by acting responsibly toward one another. For our employees, this means offering generous and comprehensive benefits, including medical and dental insurance for individuals or families, paid time off through personal time, retirement plan with employer contributions and matching, health and wellness time, holidays, and 6 weeks of paid medical or family leave. We also offer professional and cultural development opportunities to strengthen skills and cultural connections.

Learn more about joining our team at Native Ways Federation, including current openings, employee benefits, and background on our organization at www.nativeways.org/careers

Native Ways Federation is an equal opportunity employer and prohibits discrimination or harassment against current or potential employees.

PRIMARY DUTIES AND RESPONSIBILITIES

Program Leadership & Impact

- Provide strategic leadership for Native Ways Federation's programs and initiatives, ensuring alignment with organizational priorities and values and community needs.
- Lead strategic program implementation, evaluation, data collection, and impact measurement to support continuous learning and improvement.
- Identify opportunities to strengthen and expand programs that advance informed giving, support Native-led nonprofits, and influence philanthropic change.

Sector Engagement

- Represent Native Ways Federation in philanthropic, nonprofit, and Native community spaces; build and maintain relationships with partners across these networks.
- Support the development of presentations, educational resources, and communications that elevate Native-led perspectives and promote informed giving.
- Serve as a thought partner to the Executive Director in advancing equitable philanthropic practices.

Leadership & Organizational Strategy

- Serve as a member of the Leadership Team, driving organizational strategy development and contributing to planning, budgeting, and decision-making.
- Supervise and develop the program staff including day-to-day oversight, regular check-ins, and performance management.
- Foster a collaborative, values-aligned team culture that reflects NWF's mission and commitment to staff wellbeing.
- Build and refine team processes that strengthen workflow, collaboration, and impact.
- Strengthen organizational systems and partnerships that enhance effectiveness and long-term impact.

Other Duties

- Assist with special projects managed by the Executive Director.
- Identify and undertake professional development and training opportunities.
- Other duties as assigned.

REQUIRED QUALIFICATIONS

- Bachelor's degree in relevant field.
- At least 7 years of professional work experience in the nonprofit and/or philanthropic sector.
- Experience working with Native-led organizations, Tribal nations, and/or Native businesses.
- Experience working within philanthropy, fundraising, donor engagement, and/or nonprofit resource development.
- Expert interpersonal skills and demonstrated ability to develop trusting relationships with a diverse set of partners.
- Extensive knowledge of Native history broadly and of issues currently facing Native communities.
- Experience in program development, implementation, and evaluation.
- Excellent project management skills with the ability to manage multiple priorities.
- Strong written and verbal communication skills, including grant writing and public presentations.
- Experience with fundraising platforms, grant portals, and donor management systems.

PREFERRED QUALIFICATIONS

- Experience with data analysis, visualization, or program reporting.
- Experience with fundraising platforms, grant portals, and donor management systems.
- Familiarity with nonprofit infrastructure and support platforms, as well as NeonOne, or similar platforms.
- Familiarity with giving day platforms (GiveMN, Give Lively) and other philanthropic tools.

PHYSICAL REQUIREMENTS

This position requires extended periods of computer and screen use.

Occasional travel may be required for meetings and events in alignment with organization health and safety policies.

HOW TO APPLY

Submit the following items to this link:

1. Up-to-date resume
2. Brief cover letter describing your interest and relevant experience

Applications will be accepted and reviewed on a rolling basis until the position is filled. American Indians, Alaska Natives, and Native Hawaiians are strongly encouraged to apply.