

Co-Director: Strategy & Partnership

TITLE: Co-Director: Strategy and Partnership
STATUS: Full Time/Exempt
LOCATION: Remote
REPORTS TO: Innovation Network Board
REVISED: July 2025

*This position is open until filled. Prospective candidates are encouraged to apply at their earliest opportunity, and no later than **August 15**, as applications will be considered on an ongoing basis. We hope the candidate can begin by mid-September 2025, but a start date will be mutually decided after an offer is made.*

Position Summary

Since its founding in 1992, Innovation Network has experimented with different leadership models. Now, **Innovation Network is shifting to a collaborative co-leadership model**, expanding its leadership structure with the addition of a Co-Director: Strategy & Partnership—an opportunity for a bold, collaborative leader to help guide our next chapter. Rooted in a commitment to equity, Innovation Network partners with advocates and funders to advance equity through meaningful learning and evaluation. This new Co-Director will play a vital role in ensuring our continued relevance and impact in a rapidly changing environment.

This position will **lead our outward-facing efforts**, including cultivating trust-based partnerships, generating mission-aligned revenue, and helping the organization respond and adapt to shifts in the philanthropic and social movement landscapes. The Co-Director will work in close collaboration with the Co-Director: Culture, Operations, & Impact to guide the whole organization—sharing responsibility for strategic direction, organizational health, and nurturing an internal culture of equity, learning, and distributed leadership. They will contribute thought partnership to the leadership areas of the Co-Director: Culture, Operations & Impact, including fiscal oversight, internal learning and policies, and knowledge management.

We are seeking a strategic connector with a deep understanding of power, equity, and systems change—someone who brings strong relationships in philanthropy and/or social movements and who is energized by working in a shared leadership model. This is an opportunity to build momentum from a leadership position in an organization that is small and nimble, with collaborative leadership and flexible bureaucracy.

About Innovation Network

Innovation Network **facilitates meaningful learning and evaluation with our partners to advance equity and social justice**. We do this work with and for nonprofits and foundations that represent and ally with communities that have historically had less power and privilege. We approach our work with an open mind and strive to advance equity in our evaluation practice both with our client partners and within the communities they serve. We believe in the power of data and storytelling to inform decisions, strengthen results, and create lasting change. We work with our clients to create space for sensemaking, reflection, and work with them to connect insights to action. We focus on the evaluation of

organizations seeking social change primarily in the U.S, including advocacy and social movements, health and health equity, early childhood, democracy and civic engagement, and other important social issues.

As an organization, we are deeply committed to equity, which is reflected in our [current values](#) of equity, curiosity, growing possibility, community, and authenticity. To operationalize this commitment, we abide by **democratic structures and facilitative leadership**, such as [equitable decision-making processes](#), pay transparency, and a common understanding of equity in our work. Our [transformation towards equity](#) is ongoing as we continue to co-create practices to align with our values.

Roles and Responsibilities

Priority responsibilities of this role, with contributions from the Co-Director: Culture, Operations & Impact.

Co-creating a future together

- Inspire and steward a shared, values-aligned vision that responds to the moment and guides our role as a learning partner to philanthropy and social movements.
- Facilitate the implementation of strategic priorities, leveraging the strengths of the team and creating inclusive spaces for creativity and inspiration.
- Guide our organization in applying a race equity lens not only as a value but as a daily practice to interrogate power and shift norms within projects.

Nurturing partnerships to sustain our mission

- Secure new revenue aligned with our mission and values, including refining and implementing a business development strategy.
- Cultivate trust-based relationships with funders and partners.
- Foster a shared culture of fundraising and external engagement.
- Raise the profile of Innovation Network by championing our shared vision both internally and externally.

Additional responsibilities the Co-Director will contribute to in partnership or in support of the Co-Director: Culture, Operations & Impact.

Overseeing value-based organizational processes

- Co-create with the team and Board policies and practices for all aspects of the organization that align with the organization's [vision and values](#).
- Co-Manage the organization's budget and finances.
- Embed racial equity into the ways we work, lead, and partner, including co-creating policies and practices that prioritize racial justice and belonging.
- Facilitate relevant, ongoing communication and discussion with the Board related to the organization's overall health and progress towards strategic priorities.

Fostering learning and connection

- Foster a culture of mutual care and connection within the organization.

- Create and maintain a learning culture with space for sharing, learning, and innovating as a team within and across projects.
- Encourage diversity of opinion and facilitate honest communication to build shared meaning.

Growing and sharing new learning

- Contribute to and nurture team in the development of thought leadership (e.g., publications, articles, workshops and presentations) in topics aligned with our mission, vision, and strategic priorities.

Other responsibilities

Leading and advising project learning

- Lead/manage evaluation project client work (approximately 20% of the co-Director's time).
- Provide support and thought partnership to team members leading client projects.

Qualifications, Knowledge, and Skills

While no one person may meet all the expectations of an ideal candidate, below we outline the multi-faceted dimensions we are looking for in a leader.

- Minimum of ten years of relevant experience in learning, evaluation, and research, including leading projects related to learning and evaluation. We are looking for demonstrated commitment to culturally responsive and equitable evaluation, and strong technical skills in qualitative and quantitative methods, which may be demonstrated through an advanced degree in a social science or related field, or through equivalent professional experience and accomplishments.
- Significant experience (10+ years) in movement work and/or philanthropy. We are looking for deep networks to drive new learning projects and an understanding of the trends and needs in these fields.
- Experience with business development, fundraising, or revenue generation in a nonprofit context.
- Demonstrated commitment to racial equity and social justice, and to Innovation Network's vision, mission, and values.
- Experience leading small to medium size teams or organizations (5 or more people) with an inclusive, participatory, strengths-based, growth-oriented approach. Experience with distributed and/or facilitative leadership is a strong asset.
- Preference is given to candidates with:
 - Significant experience in a consulting environment (e.g., as an independent consultant, for a consultant firm, or as an internal consultant) with the ability to thrive in an environment with competing priorities and deadlines.
 - Experience in shared decision-making structures with an orientation towards learning, co-care, and collective accountability.

Salary and Benefits

- This is a full-time, paid position. **The Co-Director starting salary is \$170,000.** All Innovation Network salaries are set amounts based on a person's position to remove some subjectivity between people who are doing the same job.
- We are a remote, U.S.-based team with flexible work hours and a commitment to work-life balance. We strive to center equity, build trust, and take care of one another. Our

leadership model is shared, our decision-making is participatory, and our work is grounded in relationships and reflection.

- This position requires occasional travel, up to 5% of the year, usually for the AEA Evaluation Conference and a staff retreat.
- The Co-Director position is eligible for the complete Innovation Network benefits package. Benefits include:
 - Medical, dental, and vision insurance (100% of premium covered);
 - Generous time off including 6 weeks of paid time off, a work-from-abroad policy, flex time; and additional paid time off annually from Christmas Eve through New Year's Day; and
 - 3% retirement plan match.

ADA Specifications

- This position is mostly sedentary and operates in a professional office environment. This position routinely uses standard office equipment such as computers and phones.

How to Apply

To apply, [please complete this form](#)¹. You will be asked to upload your resume and sample existing materials that demonstrate your expertise and thought leadership. A cover letter is optional. The first round of applications close on **August 15**.

Our hiring timeline

This is our intended timeline for this process. Should anything change with our timeline, we will let applicants know:

- July 30: Launch call for applications
- August 15: Call for applications closes (applications will be considered on an ongoing basis)
- August 11-September 5: Outreach and interviews (two rounds)
- September 8-12: Decision making and offer made to potential candidate.

Preparatory materials and interview questions will be provided in advance. This hiring decision will be made by consent with the full Innovation Network Team and Board.

Innovation Network is an equal opportunity employer. We are committed to building a team that reflects the diversity of the communities we serve. We strongly encourage Black, Indigenous, and people of color, LGBTQIA+ individuals, people with disabilities, and people with lived experience of the issues we work on to apply.

Candidates must be eligible to work for pay in the United States outside of an academic environment (non-U.S. citizens will be asked to provide documentation of current eligibility) or must be able to prove they are legally authorized to work in the United States.

¹ If you are not able to access Google Forms, please [apply using these instructions](#).

The above statements are intended to describe the general nature and level of work being performed by the individual(s) assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required. Leadership reserves the right to modify, add, or remove duties and to assign other duties as necessary. In addition, reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions of this position.