



EXECUTIVE DIRECTOR, IMPACT

IMPACT is a national organization that includes the Indian American Impact Project, a 501(c)(3) not-for-profit organization focused on civic engagement, leadership development, and training in the Indian American community and Indian American Impact Fund, a political action committee dedicated to recruiting, training, and supporting qualified Indian American candidates for elected office at the federal, state, and local level.

This is an extraordinary opportunity for an experienced, ambitious and dedicated professional who is passionate about the intersection of political movements that promote diversity and inclusion across the country while staying focused on the tangible contributions minority populations can have within the political process when they are supported at the ballot box and beyond.

2020 will provide IMPACT's new leader multiple opportunities to customize and own a plan for growth across the country, including launching a new individual major donor program, on-boarding and working with potential new consultants and staff, highlighting IMPACT's work at national political conventions and events, developing and implementing a new organizational plan for the next three to five years, and working with IMPACT's Co-Founders to identify and recruit new board members for service in 2020 and beyond.

In 2018, Impact Project organized its first annual "Impact Summit", bringing together over 250 Indian American candidates, elected officials, donors, and community leaders for a conversation on how to build political power and civic engagement; hosted "Women Who Impact" featuring Senator Kamala D. Harris, Congresswoman Pramila Jayapal, and other prominent Indian American women shaping the political and policy landscape, and doubled its email list and built an email program that regularly performs at twice the industry standard.

In an election cycle in which an unprecedented number of Indian Americans ran for office, Impact Fund endorsed approximately 20 candidates, raised and deployed more funds for Indian American candidates (through direct contributions and Independent Expenditures) than any political organization in history, and supported the re-election of every Indian American incumbent in the U.S. House of Representatives as well as the elections of the first Indian Americans in Oregon and Kentucky and the first Indian Americans to ever serve in the legislatures of New York, Illinois, Kentucky, and Arizona.

Given this strong track record, 2020 promises to be a year of significant growth for IMPACT. In 2019, Impact Project conducted training sessions across the country to identify and recruit candidates; field a national poll of Indian Americans to better understand political and policy views in our community; and convene national gatherings of Indian Americans interested in public service, civic engagement, and political participation. Impact Fund will help elect Indian Americans in key state legislative and municipal races this year and will engage the field of 2020 Presidential candidates. Both organizations are also well positioned to significantly expand their donor base, board leadership, visibility, footprint, and reach.



To manage and implement this ambitious work, IMPACT seeks an Executive Director to:

- Develop and execute a strategy to lead IMPACT's component organizations through an important two-year cycle in which the organization seeks to significantly scale up its operations, and manage the team to achieve these goals;
- Provide strategic management to grow a senior staff team (including a Finance Director and Training & Political Director), including through hiring, supervision, training, and evaluation;
- Build, strengthen, and advise a pipeline of major donors to support IMPACT;
- Serve as the lead ambassador and fundraiser for IMPACT, working in tandem with IMPACT's Co-Founders and Board of Directors to secure contributions from individual, foundation and corporate prospects, including engaging all previous and lapsed donors to IMPACT;
- Lead political strategy to recruit, train, support, and elect Indian American candidates and elected officials;
- Oversee all recruitment, training, and support for candidates for local, state, and federal elected office;
- Commission and analyze research and data projects to inform all work and identify new opportunities;
- Oversee the planning and execution of national events, including an annual summit;
- Oversee the creation and implementation of a communications plan to promote the work of IMPACT and Impact Fund's endorsed candidates;
- Represent IMPACT as a spokesperson to diverse audiences, including media;
- Build strong relationships with key organizational allies, including national and state-based groups, and convene coalitions to drive the organization's priorities;
- Maintain strong relationships with elected officials and prominent community leaders and organizations across the country;
- Manage day-to-day operations, including budget planning, hiring and supervision of staff, digital operations, and compliance;
- Travel nationally as needed for trainings, meetings, and events, as needed; and
- Work closely with the organization's Board of Directors to develop and execute strategic planning and expand board governance.

Ideal Qualifications:

- Demonstrated skill and passion for building political power in the Indian American community;
- A proven track record of understanding best practices within the non-profit sector in order to prepare IMPACT for growth in the future, including securing funding from individual donors, potential grantors and corporate prospects;
- 7+ years of political, advocacy, or government experience, including senior roles in campaigns or political organizations;
- A record of successfully managing teams to success, ideally in both the political and non-profit sector;
- Demonstrated longevity in the workplace within previous positions and organizations that reflect a desire and dedication to a strong work-ethic, performance and success;
- Strong familiarity with federal and state campaign finance laws, and with the legal and tax restrictions that apply to 501(c)(3) and (c)(4) organizations;



- Extensive experience with Indian American political or civic engagement, ideally including working relationships with Indian American donors, community leaders, candidates, and elected officials;
- Experience with donor research, prospecting, and cultivation;
- Demonstrated ability to manage, grow, and lead an organization through a period of major change;
- Strong attention to detail and experience managing budgets and finances;
- A desire to grow as a professional through this experience with a collaborative and positive attitude; and
- Experience in managing staff and consultants working together in a fast-paced environment on multiple projects with tight deadlines and quick turnaround time.

Salary & Benefits: The Executive Director will be employed as a full-time consultant on a two-year contract with generous compensation and benefits based on experience. While applicants based in Washington, D.C. or New York City are preferred, Impact Fund will consider qualified applicants based anywhere in the United States.

IMPACT is partnering with Mida Associates on this search. To apply, please email Emily Hanna at emily@midaassociates.com with a cover letter and resume. **The deadline to apply has been extended to March 31, 2020.**

IMPACT is an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to gender, disability, race, age, national origin, color, creed, sexual orientation, sex (including marital and parental status), gender identity and expression, religion, economic status, ethnic identity, or veteran's status.