



ACLS Leading Edge Fellowship

Position Title:	Movement Building & Capacity Strategist
Organization:	Movement Advancement Project
Location:	Remote
Stipend:	\$66,000 per year in year one, \$70,000 in year two, plus health insurance, and \$3,500 per year in professional development funding
Start Date:	September 2023

ORGANIZATION DESCRIPTION

The [Movement Advancement Project](#) (MAP) is an independent, nonprofit think tank, founded in 2006. We power progressive movements. We work to create a thriving, inclusive and equitable America where all people have a fair chance to pursue health and happiness, earn a living, take care of the ones they love, be safe in their communities, and participate in civic life. Our transformative and rigorous research and communications help people more easily understand—and take action on—the critical issues we face, from LGBTQ equality to voting rights and more. Our work is laser-focused on changing hearts and minds. At a time of deep divisions, our work builds bridges to advance equity and opportunity for all.

POSITION DESCRIPTION

The Movement Advancement Project (MAP) seeks a Movement Building & Capacity Strategist to join our fully remote, U.S.-based team. The Strategist would be a part of the policy team and would work closely with both the LGBTQ program and the Open to All program with supervision by Naomi Goldberg, LGBTQ program director and deputy director. The Strategist will lead our movement building and capacity work.

For more than 16 years, MAP has conducted research and created engaging reports about the state of the LGBTQ movement and allied organizations. This work began in order to gauge the strength and well-being of the LGBTQ movement as it grew nationally, and this work has proved especially important amidst the ongoing economic and social impacts of the Covid-19 pandemic. We have distributed these findings back to participating organizations, movement funders and supporters, and the public, but we've never had the capacity to go beyond these efforts.

The Strategist will lead our existing work in this area. This includes fielding two existing surveys, cleaning data, analyzing data, and authoring related reports: the [National LGBTQI Movement Report](#) and two related, confidential reports, as well as the [LGBTQ Community Center Survey Report](#). In these efforts, the Strategist will work closely with participating organizations and other LGBTQI organizations to ensure that the data collected, and the materials developed, accomplish the goals of improving understanding of the sector, articulating the case for support and resources, and more. To do so will require direct engagement with organizations and funders.

The Strategist will also have the space and creativity to identify and execute new ways to help this work drive change and build the capacity of the LGBTQ and allied movements. This could include conducting new research or analyses using our historical archive of data (such as tracking movement staff or board diversity over time, financial analyses, etc.), designing new surveys or research products, conducting presentations, working directly with partner organizations to help the work we do have an impact for them, and more. Additionally, this role will be a part of a new effort to evaluate the impact of MAP's

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You may *not* contact the host institution to inquire about this position.

Open to All program, which seeks to drive change in public support for the idea that businesses that are open to the public should be open to all.

Across all the streams of work, the Strategist will be the point person for MAP on our movement building and capacity work, allowing them to gain both unique insight and visibility as well as tangible skills in organizational and movement growth and dynamics. The Strategist will be a part of MAP's policy team, which will allow them to participate in broader conversations about the LGBTQ movement, including around policy and strategy development. The fellowship tenure is 24 consecutive months, with an expected time commitment of approximately 37.5 hours per week.

Responsibilities and Tasks:

- Lead existing movement building and capacity work by collecting and analyzing data about the LGBTQ movement through our annual and biennial surveys and writing reports and creating relevant materials to help share these findings and to educate funders, organizations, and others about the needs of the movement.
- Co-define and lead new research and/or outreach efforts to expand the power and impact of MAP's movement building work.
- Establish new impact measurement and program evaluation metrics for MAP's Open to All program, focused on substantive efforts toward equity, diversity, inclusion, and belonging in businesses and the workplace more broadly.

Qualifications:

- PhD in any field of the humanities or humanistic social sciences. Read more about eligible fields [here](#).
- Interest in how understanding movement organizations can help increase their impact.
- Ability to analyze basic statistical data and Excel spreadsheets (or willingness to learn) and excellent ability to communicate engagingly about different types of data.
- Skill at communicating about policy, data, and research findings to different audiences.
- Strong interest in creating usable and visually engaging materials, including presentations.
- An entrepreneurial skillset to drive this work forward and find new ways to have an impact.

Preferred:

- Expertise in or experience with organizational development, social movement organizations, and/or organizational finances or accounting.
- Experience with survey design.

APPLICATIONS

- Information on the Leading Edge Fellowship Program: <https://www.acls.org/Competitions-and-Deadlines/Leading-Edge-Fellowships>
- All applications must be submitted through the ACLS Online Fellowship Application System (ofa.acls.org).
- Application deadline: 9:00pm EDT, March 15, 2023.

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