



Managing Director, Communications

SUMMARY

Nia Tero US-based nonprofit working in solidarity with Indigenous peoples and movements worldwide. We have an inclusive culture guided by Indigenous wisdom, practices, and protocols. Our governing bodies, leadership, and staff are built upon diverse, non-Indigenous and Indigenous identities and life experiences. As a bridging organization, we view this diversity as a source of our strength. Our mission is to work in solidarity with Indigenous peoples who sustain thriving territories and cultures to strengthen guardianship of Earth and all beings. Our vision is of an Earth where Indigenous guardianship of thriving homelands and waters is enabled everywhere possible on Earth. The Managing Director, Communications is responsible for embodying these aspirations and ethos in their daily work and leadership.

The Managing Director, Communications will provide leadership and direction over Nia Tero's strategic communications and marketing efforts to serve our mission, vision and impact aspirations. This role will lead efforts to drive attention and action through innovative advocacy and influencing campaigns supporting Nia Tero's place-anchored, storytelling and policy strategies. This role will manage external vendors and coordinate partners globally, as well as ensure internal alignment across teams and strategies on planned and emergent communications and marketing opportunities. The Managing Director, Communications will be a member of the Nia Tero Leadership Team and will be responsible for planning and implementing communications and marketing strategies that are aligned with Nia Tero's priorities and values to drive greater support and awareness of Indigenous guardianship globally. This role reports to the Chief Strategy and Operations Officer and works closely with the CEO and other senior leadership.

KEY RESPONSIBILITIES

- Design, develop and implement an enterprise-wide, integrated external communications & marketing ('comms/marketing') strategy that directly supports the mission, vision, impact aspirations and strategies of Nia Tero.
- Ensure design & implementation of comms/marketing strategy is done collaboratively with internal and external partners, in a manner that fosters transparent priorities, roles, mission-aligned measures of success, and flexible resource allocation to support planned and emergent opportunities.
- Oversee and manage all aspects of Nia Tero's communication and marketing efforts on a day-to-day basis, including advocacy campaigns, events, design and implementation of our annual report, newsletters, collateral for fundraising, op-eds, articles, digital and social media efforts.
- As a member of Nia Tero's leadership team (LT), ensure transparent, cross-functional alignment and role clarity with internal and external vendors.

- Lead the generation of digital and social media content that engages targeted Indigenous and non-Indigenous audiences.
- Develop, mentor and manage a marketing and communications team ensuring efforts align to Nia Tero's mission, brand and the unique needs of our organizational strategies.
- Design and implement issue and event specific talking points, aligned and appropriately socialized with key partners across the organization.
- Ensure a strong, robust press outreach and oversee the quality and consistency of messaging in all organizational materials.
- As part of Nia Tero's Incident Response Team, this role is the primary contact for managing external crisis communications and response, as well as rapid response efforts.
- Lead and manage media planning & buying to amplify campaigns across traditional, digital and social media platforms.
- Lead the creation of Nia Tero's brand voice. Create the look and design of collateral for use at events, in media, with funders and enterprise wide.
- Ensure that Nia Tero's programs are understood and communicated to relevant internal and external audiences, including Board of Directors and other key external stakeholders.

PEOPLE AND RESOURCE MANAGEMENT RESPONSIBILITIES

- Resources: In close consultation with Nia Tero's senior management team and financial staff, the Managing Director, Communications will be responsible for managing the marketing and communications budget.
- People: This role will directly supervise a small team and will manage multiple support contracts with outside vendors.

QUALIFICATIONS

Required:

Education and experience

- BS/BA Marketing or similar, or demonstrated relevant experience *
- 10+ years experience in in marketing or strategic communications roles
- Strong written and verbal skills. Must be able to own, develop and maintain campaign messaging, copy and content.
- Ability to work independently.
- Experience and proof in writing, publishing and public speaking and communications.
- Proven track record of success creating and implementing communications strategies for a global NGO
- Ability to communicate priorities, attention to detail and high level of accuracy in creating internal and external facing communications
- Previous experience managing crisis communication.
- Excellent public speaking skills, with proven experience serving as the representative for an organization to the public.
- Deep ties to and understanding of Indigenous identity and cultures.

**A combination of education, training, and experience which has provided theoretical and practical knowledge will be evaluated for equivalency.*

Skills and abilities:

- Ability to lead large and complex initiatives in international settings.
- Proven experience creating innovative messaging and communicating with diverse audiences, ranging from local communities to media, the general public, conference audiences, donors and political actors.
- Ability to understand, respect and respond to sensitive cultural nuances associated with working alongside Indigenous peoples.
- Highly proficient organizational, time management and project management skills. Ability to manage multiple and varied tasks in a fast-paced, high-volume regulated environment with keen attention to detail.
- Strong analytical skills, with an ability to troubleshoot, problem-solve and effectively and efficiently make decisions.
- Excels at working within a team. Is patient and objective in difficult situations with different types of peoples and cultures
- Strong communication skills with external and internal personnel to include active listening, articulating clearly and confidently, and facilitating positive, timely and appropriate communication amongst team members
- Demonstrates a healthy appetite to learn and self-educate by staying informed of industry trends, learning new skills and sharing relevant information with others.

Ideal:

- Working knowledge of Spanish, Portuguese or French.
- Experience with start-up cultures.

WORKING CONDITIONS AND TRAVEL

This full-time position is ideally based in Seattle with flexibility to work some evening and weekend hours as needed. Due to COVID-19 restrictions, this position will work remotely while the office is closed.

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job:

- Visually or otherwise identify, observe and assess distance, color and depth; Required to regularly communicate with others and exchange accurate information.
- Able to operate a computer and other office productivity equipment; able to remain stationary at a computer for extended periods of time and move around his/her assigned workspace.
- Occasional day and night domestic travel and some potential travel (up to 25%)

HOW TO APPLY:

If interested in this role, please visit <https://leadersinternational.com/nia-tero-managing-director-communications>

Nia Tero is a poly-cultural, global organization that strives to have an inclusive, equitable and diverse work culture. We strongly encourage people from historically excluded groups to apply.

Department:	Marketing & Communications	Reports to:	C SOO
Direct Reports:	Associate Director, Marketing, others tbd		
Assignment Category:	<input checked="" type="checkbox"/> Full time <input type="checkbox"/> Part Time		
Classification:	<input type="checkbox"/> Non-Exempt <input checked="" type="checkbox"/> Exempt / <input type="checkbox"/> Hourly <input checked="" type="checkbox"/> Salary		