



Partnership for
Equitable and
Resilient
Communities

Reimagining Public Investment

Partnership for Equitable and Resilient Communities (PERC) is Hiring an **Executive Director**

Job Title: Executive Director
FLSA Status: Full time, exempt employee
Location: Remote
Salary: \$190,000 - \$210,000

Background

The [Partnership for Equitable and Resilient Communities](#) (PERC) is a results-driven partnership between community, philanthropy and government that advances racial equity and anti-Black racism and justice by shifting power and resources to Black, Indigenous, and Latino/a/x people living in low-wealth, under-resourced communities. Utilizing a culturally competent approach, PERC seeks to engage impacted communities in decision making by creating comprehensive community plans, layering funding streams across programs, and creating pathways between community and government where they haven't previously existed. PERC's North Star is that ALL Black, Indigenous, and Latino/a/x, people living in low-wealth, under-resourced communities in the United States have what they need to live fulfilled lives.

Position Summary

PERC seeks a visionary, solutions-oriented Executive Director (ED) to lead the organization's strategic direction, deepen partnerships, and expand its impact in cities like Cleveland, OH; Durham, NC; Saint Paul, MN; and Selma, AL. The ED will serve as the public face of PERC, ensuring strong collaboration with state, philanthropic, and community partners while strategically shifting funding efforts to private and state sources. With a commitment to racial equity and community empowerment, the ED will foster stability and trust within PERC and its partner communities, guiding the organization in building resilient, resource-rich communities.

This is a time-bound, two-year position with the potential to extend, ideally suited for an entrepreneurial leader who can develop sustainable strategies, build strong foundations, and evolve the role based on emerging needs and new opportunities. The ED will work remotely, maintaining virtual relationships with partners and traveling as needed (approximately 30-40%) to key sites and meetings in Washington, D.C., and other partner cities.

Key Responsibilities

- Drive the implementation of PERC's mission by refining and executing strategies that center marginalized voices and transform investment decision-making.
- Act as PERC's primary spokesperson, engaging with stakeholders across philanthropy, government, and community sectors.
- Lead efforts to build financial sustainability by expanding support from state governments and private funders, cultivating funder relationships that align with PERC's strategic priorities.
- Navigate both state and federal government systems, with a particular focus on state-level structures and processes. Skilled at engaging within formal political systems and understanding community dynamics to advance PERC's mission. This includes building productive relationships across government agencies, leveraging policy knowledge, and strategically working within established frameworks to drive impactful community outcomes.
- Lead a high-performing remote team of contractors and consultants, ensuring accountability and alignment with PERC's mission. Collaborate with site teams to align local efforts with national strategy and support site-specific goals for community impact.
- Manage budgets, contracts, and project resources effectively, partnering with project managers to ensure accountability and strategic resource distribution.
- Employ a results-based or similar framework to identify the root causes of disparities and advance strategies to address them.
- Foster an environment of trust and stability, ensuring consistent communication and collaboration across PERC's remote teams, site locations, and community partners.

Key Qualifications and Skills

The ideal candidate is a leader with experience in community-led initiatives and cross-sector collaboration. They will bring a commitment to racial equity and anti-Black racism and have a background in partnerships spanning philanthropy, government, and nonprofits.

- At least 8-10 years in executive leadership or senior management roles, with a minimum of 5 years in positions of comparable responsibility within community and economic development, racial equity and anti-Black racism, or community-based initiatives.
- Deep commitment to racial equity, justice-centered work, and community-led initiatives focusing on Black, Indigenous, and Latino/a/x communities, with a robust racial equity and anti-Black racial analysis that informs strategic decision-making.
- Proven experience in initiating, implementing, and managing complex, systems-focused projects with cross-sector impact. Skilled at leading change processes and supporting stakeholders through them.

- Possesses an established national network of contacts across sectors—government, philanthropy, and community—or demonstrates a strong ability to build and cultivate such a network to strategically advance PERC’s mission.
- Demonstrated ability to collaborate and build consensus across diverse groups, with a history of uniting government, nonprofits, philanthropy, and community partners toward shared goals.
- Proven track record of fundraising success, with expertise in cultivating long-term funder relationships and diversifying funding sources. Demonstrated ability to grow and scale initiatives through strategic fundraising efforts at local, state, and national levels.
- Ability to navigate formal political structures and informal community dynamics, fostering partnerships in varied political environments.
- Extensive experience managing large budgets, demonstrating fiscal responsibility and accountability, ideally in complex regulatory and funding environments.
- Outstanding public speaking and written communication skills, with experience acting as a spokesperson for an organization.
- Strong organizational and networking skills, with experience coordinating multiple workstreams and partnerships to ensure operational success.
- Practical knowledge using metrics to guide strategy and assess program outcomes.

Salary and Benefits

The salary range for the Executive Director position is \$190,000–\$210,000, commensurate with experience.

PERC offers a comprehensive benefits package that includes health, dental, and vision insurance; a retirement plan with employer matching; generous paid time off; and professional development opportunities. This role provides flexibility through remote work, with occasional travel to partner sites and Washington, D.C. and New York City to support national-level collaboration and engagement.

To Apply

The search for the Executive Director of PERC is being conducted by A-Team Consultants, a recruitment firm specializing in nonprofit leadership placements, which will oversee the process to identify candidates whose experience aligns with PERC’s mission and strategic goals.

Email your resume and cover letter to jobs@ateamdc.com with "PERC Executive Director Application" in the subject line.

PERC is an equal opportunity employer, and candidates from diverse backgrounds are encouraged to apply. PERC offers an excellent benefits package and a salary that is commensurate with experience.